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COMMITTEE ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Third periodic reports of States Parties*

LUXEMBOURG**

* The present document is being issued without formal editing.

** For the initial and second periodic reports submitted by the Government of Luxembourg, see CEDAW/C/LUX/1 and CEDAW/C/LUX/2; for its consideration by the Committee, see CEDAW/C/SR.338, CEDAW/C/SR.339 and CEDAW/C/SR.344, and Official Records of the General Assembly, Fifty-second Session, Supplement No. 38 (A/52/38/Rev.1), paras. 184-227.

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PREFACE

The present document is the third periodic report on the measures adopted by Luxembourg to give effect to the provisions of the Convention on the Elimination of All Forms of Discrimination against Women, ratified by Luxembourg on 2 February 1989.

The initial and the second periodic reports were submitted on 7 and 9 July 1997 for consideration by the Committee on the Elimination of Discrimination against Women, which is responsible for the international supervision of the obligations undertaken by States parties to the Convention, and the present report is designed primarily to offer a satisfactory response to the Committee's suggestions and recommendations.

However, in addition to documenting most of the national measures and actions taken in the short, medium and long terms to achieve de facto equality, it also documents the increasing awareness that women's equality with men constitutes a fundamental right of women. To some extent it supplements the information provided in the first two reports and it also describes the new activities.

Pressure for the explicit mention of the principle of the equality of women and men in the Constitution, which is currently under revision, is now being felt not only from women's NGOs but also from political institutions. Although legal discrimination has generally been eliminated, constant vigilance is required in order to ensure that the new legislation applies the gender principle and that it is analyzed in terms of its differing impact on women and men.

Statistics disaggregated by sex constitute the main tool for demonstrating the differing repercussions which measures and laws can have on the two sexes.

I am constantly urging the institutions which produce the figures to incorporate systematic disaggregation by sex in their research procedures. The present report has thus been able to provide a better response to the request of the Committee on the Elimination of Discrimination against Women, especially by quantifying the situation of women in the area of employment.

While reflecting on the many approaches described in this report I noted that many of them transmit the message of respect for gender equality and that they have either a horizontal or a transverse component.

All men and women are aware that most of the de facto inequalities stem from prejudices and role-stereotyping. If such inequalities are to be eliminated it is necessary to bring about a change of attitude. This change has been the priority objective of the Ministry for the Advancement of Women since its creation in January 1995. Most of its work is concerned with information, awareness-raising and respect for the equality of the sexes.

Establishing equality between women and men means undertaking a positive and dynamic review of the established power structures and sexual stereotypes in order to secure a structural change at all levels and,

ultimately, a new social order.

Gender equality is not only a question of human rights, women's rights or social justice; it is a precondition for the development of any human person and for the development of any society.

Marie-Josée Jacobs
Minister for the Advancement of Women

INTRODUCTION

On 2 February 1989 Luxembourg ratified the Convention on the Elimination of All Forms of Discrimination against Women, which was approved by the Act of 15 December 1988. In accordance with article 27, paragraph 2, of the Convention, the Convention entered into force for Luxembourg on 4 March 1989.

Luxembourg submitted its initial report in January 1996. The second periodic report covers the period from January 1996 to March 1997.

The two reports were considered by the Committee on the Elimination of Discrimination against Women at its seventeenth session at its 338th, 339th and 344th meetings, held in New York on 9 and 11 July 1997. The reports were introduced by the representative of the Ministry for the Advancement of Women. The Committee's report was adopted by the General Assembly of the United Nations through the Economic and Social Council.

Since this third periodic report is to be submitted to the Secretary-General of the United Nations in 1998, it covers the period between March 1997 and December 1997.

The Government has immediately responded, through the Ministry for the Advancement of Women, to the suggestions and recommendations made by the Committee during its consideration of the earlier reports.

For example, the Ministry invited all the members of the Government, in a letter dated 18 September 1997, to provide it with the necessary information for replying to the questions which were left pending during the Committee's deliberations. The Ministry also requested every ministerial department to inform it about action taken to implement the Convention.

Consideration of the Committee's report was assigned to the members of the Special Commission on Equality of Opportunity between Men and Women and on the Advancement of Women of the Chamber of Deputies. A public consultation debate on the status of the implementation of the Convention is planned for March 1998.

The Committee's report was also submitted, with a view to obtaining their views, to women's NGOs (National Council of Women of Luxembourg (CNFL), Liaison, Discussion, Action Group (LIDIA), Action Catholique des Femmes du Luxembourg (ACFL), and Foyer de la Femme), which communicated their views to the Minister for the Advancement of Women during private interviews in November.

The Women's Labour Committee (CTF) met on 5 November 1997 to discuss in a plenary meeting the recommendations and suggestions of the Committee on the Elimination of Discrimination against Women relating to education, initial and further training and employment.

The present report supplements the first two reports. It documents the efforts of the Government, NGOs and other players and also provides information about the progress of the work done under Action Plan 2000,

adopted on 26 March 1997 by the Council of Government in implementation of the Declaration and Platform of Action adopted by the Fourth World Conference on Women, held in Beijing, China, from 4 to 15 September 1995.

The Committee requested the Government to take into account, during the preparation of its third report, its general recommendations, the conclusions drawn from its consideration of the reports, and the issues taken up during the constructive dialogue between the Committee and the Luxembourg delegation. The report should, in particular, describe in detail the extent to which each of the rights guaranteed by the Convention is exercised in practice and indicate any specific factors and difficulties which may impede the application of the Convention. The Committee also requested the Government to include in its next report statistical data disaggregated by sex (para. 43 of document CEDAW/C/1997/II/L.1/Add.3).

The requested employment statistics have been provided by the publication by the Ministry for the Advancement of Women of the statistical report "Women and the jobs market". The present report can respond only partially to the Committee's request for a detailed analysis of the health system and the situation of women in that area, owing to the very limited time between the consideration of the initial and second periodic reports and the drafting of the third report. But statistics are central to an understanding of the existing social inequalities. Statistics on training, population, labour force, wages and incomes are essential components of a description of the social status of women and men. In future the ministries concerned and a number of agencies will produce the essential statistical information and thus document the progress towards de facto equality.

The purpose of the Convention on the Elimination of All Forms of Discrimination against Women is to establish equality of rights for women. The implementation of a policy of equality requires structural changes. A first stage is certainly the implementation of concrete measures such as the production of reports disaggregated by sex and of equality plans, the institution of posts of equality officer in enterprises, etc. The political players and the social partners must commit themselves to the policy of equality. But formal equality is insufficient for true equality of the sexes. The second stage, the change of mindset, is a long-haul process. The strategy of promoting cultural change advocated by the Luxembourg Government and implemented by the Ministry for the Advancement of Women is based on awareness-raising and the involvement in the activities of the greatest possible number of persons at all levels of society.

ARTICLE 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;

(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

(g) To repeal all national penal provisions which constitute discrimination against women.

Draft constitutional amendment

At a public meeting on 1 July 1997 the Chamber of Deputies adopted the following resolution on the amendment of the Constitution:

"The Chamber of Deputies,

Whereas,

- At the end of the last parliamentary session it declared that certain articles of the Constitution required revision,

- The various political groups represented in the Chamber emphasized the need and urgency of such amendments,

- The Chamber undertook, when voting on a motion during the debate on the equality of opportunity of women and men in 1996, to include the principle of equality in the Constitution as part of its current amendment,

- The effective functioning of the new Constitutional Court depends on a Constitution adapted to the developments of modern society and providing responses to the fundamental issues raised by such developments,

Requests its Commission on Institutions and the Constitutional Amendment to include the preparation of these amendments as a priority item of its agenda;

Undertakes to complete these amendments as quickly as possible and in any event before the end of the current parliamentary session."

In her letter of 18 September 1997 the Minister for the Advancement of Women submitted to the Prime Minister the request of the United Nations Committee on the Elimination of Discrimination against Women for the inclusion of the principle of gender equality in the Constitution, which is currently being revised. The Minister for Relations with Parliament submitted the same notification to the Prime Minister for attribution.

The inclusion of the principle of gender equality will be taken up shortly under the consideration of article 11 of the Constitution, which currently states that "the State shall guarantee the natural rights of the individual and of the family", to which the Commission on Institutions and the Constitutional Amendment has given priority.

Legislative measures to ensure the proper implementation of the principle of the equality of the sexes

Labour law

On 26 March 1997 the Ministry for the Advancement of Women submitted to the Council of Government for its opinion a draft bill on protection against sexual harassment in the workplace. The pending issues of the disclosure of evidence in cases of discrimination based on sex and of the responsibility of the employer are still to be decided.

On 5 March 1997 a deputy of the Socialist Workers' Party of Luxembourg (POSL) tabled Bill 4271 on protection of the dignity of women and men in the workplace.

In November 1997 the Ministry for the Advancement of Women published a brochure on the phenomenon of sexual harassment in the workplace.

Criminal law

The Act of 19 July 1997 supplementing the Penal Code by amending the classification of racism as illegal and by classifying revisionism and other acts based on illegal discrimination as criminal (arts. 453 to 457-4 of the Penal Code) provides inter alia for the punishment of a number of acts falling within the scope of the present Convention, in particular "any distinction between physical and moral persons based on sex, sexual orientation,..." (art. 454 of the Penal Code).

The relevant bill was discussed in detail in the initial report.

Article VI of the Act states:

> "Any association of national scale invested with moral personality and approved by the Minister of Justice may exercise the rights accorded to civil parties with respect to the acts constituting offences within the meaning of articles 444 (2), 453, 454, 455, 456, 457, 457-1, 457-2, 457-3 and 457-4 of the Penal Code which are directly or indirectly harmful to the collective interest which such associations exist to protect, even if they do not prove a material or moral interest and even if the collective interest concerned coincides entirely with the social interest whose protection is the responsibility of the Public Prosecutor's Office.
>
> However, when the offence is committed against individuals, the association may exercise as principal remedy the rights accorded to civil parties only if the persons concerned state expressly in writing that they do not oppose such action."

Before approving an association in accordance with article VI of the Act of 19 July 1997 on racism and illegal discrimination, the Minister of Justice requests the opinion of the Attorney-General on the question of whether the association is of national scale and its activities do indeed fall within the scope of the Act. The Attorney-General seeks in turn the opinion of the State Procurator on these questions. The Procurator also verifies whether the association is invested with moral personality, i.e. whether it meets the conditions imposed by the amended Act of 21 April 1928 on non-profit associations and foundations.

Two requests for approval are currently outstanding. They are still being investigated, and no decision has yet been taken.

It is still possible that in future approved associations of national scale will be able to bring independent actions and thus protect the interests of women.

Discriminatory practices

The Minister for the Advancement of Women has on many occasions brought to the attention of public authorities and institutions their discriminatory practices with respect to the advertising of vacant posts and the information requested on application forms, for example the requirement for a woman to use her husband's name or the classification of the work done by women in the home as "none" under the heading of profession.

ARTICLE 3

States Parties shall take in all fields, in particular the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and

fundamental freedoms on a basis of equality with men.

National mechanisms

The Special Commission on Equality of Opportunity Between Men and Women and on the Advancement of Women of the Chamber of Deputies, which was established in December 1996 in accordance with a resolution adopted during a consultation debate on 7 March 1996 on the advancement of the status of women, held a hearing for women's and employers' organizations on the topic of women and employment. A further consultation debate on this subject was held on 10 June 1997. The topics discussed were unemployment, the precariousness of employment, women returning to work and reintegration, working conditions, work and the family, and arrangements for children's day-care.

The Special Commission discussed Bill 4240 on the establishment of posts of equality officer in enterprises. There was an interview with the Minister of Social Security concerning draft legislation on the social rights of women: Bill 3883 on pension splitting, Bill 4340 amending the general pension insurance scheme, and Bill 4341 on supplementary pension schemes. There were two interviews with the Minister for the Advancement of Women concerning Bill 4278 on maternity protection, and Bill 4142 on leave for family reasons, and Council Directive 96/34 of 3 June 1996 on the introduction of parental leave.

Two members of the Special Commission attended a conference organized by the Belgian Senate as part of its project on collaboration among the parliamentary commissions responsible for equality of opportunity in the States members of the European Union and the European Parliament, a project supported by the fourth programme of medium-term Community action for equality of opportunity between women and men, 1996-2000. This was a first conference of parliamentary commissions responsible for the policy of equality of opportunity between men and women in the States members of the European Union and the European Parliament on the topic "The right to equality for women and men in European treaties"; it was held on 22 and 23 May 1997 in Brussels.

The Interministerial Committee on Equality between Women and Men, established on 31 March 1996 by a Grand-Ducal Regulation, was given the following mandate:

> "Article 4. (1) The Committee shall study any matter relating to equality between women and men and shall communicate to the Minister its views, proposals or suggestions on this subject.
>
> (2) As one of its functions the Committee shall be consulted on all draft legislation which may have an impact on equality between women and men. It shall study the respective consequences of such legislation on women and men and the gender neutrality of the terminology.
>
> (3) The Committee may engage the assistance of one or more experts.

(4) The Committee may provide general support for the civil service's positive discrimination programme.

Article 5. The members of the Committee shall act as intermediaries on equality matters between the ministers of their departments and the Committee. To this end they shall receive the documents and information necessary for the performance of their functions and shall publicize in their ministries any information or suggestions which they think may facilitate de facto equality between women and men."

The members of the various ministries made vigorous contributions in their respective spheres to the drafting of Action Plan 2000, a governmental plan for the implementation of the Declaration and Platform of Action adopted by the Fourth World Conference on Women, held by the United Nations in Beijing on 14-15 September 1995.

The Committee has discussed:

- A draft bill on protection against sexual harassment in the workplace, with a view to adding a specific article on punishment of persons who "invent" incidents of sexual harassment;

- The objectives of the study group of the committee on women and the jobs market, which has undertaken to compile statistics on the numbers of women in the jobs market and collect data on all projects on the promotion of women's work;

- The strategy of mainstreaming in all political activities and all programmes with a view to bringing the situations experienced by women to the attention of all political players and all decision-makers;

- The projects on training in equality which the Ministry for the Advancement of Women intends to initiate as part of its positive-discrimination work in the civil service, and the "Fem-Training-Net" (European LEONARDO programme) and "Gläichheet delen" (Sharing equality) projects (fourth programme of medium-term Community action for equality of opportunity between women and men). The purpose of the equality-training courses is to encourage training methods which respect gender differences and support women and men in the development of their respective potentials.

The proposals made by the members of the Committee have been incorporated in the various projects as far as possible.

The monthly meetings from October to December 1997 dealt with the projects of the various ministries designed to achieve the goals of Action Plan 2000. These projects will be discussed under the relevant articles of the Convention.

The Committee has also collaborated on the production of a guide on the grants to be made by the Ministry for the Advancement of Women to private enterprises investing in positive-discrimination projects for the benefit of their female staff in 1998.

The members of the Committee were invited to attend the Conference on "Organization of work" held by the Ministry for the Advancement of Women and the Ministry of Labour and Employment during Luxembourg's presidency of the Council of the European Union, on 23 October 1997, in collaboration with the unit for equality of opportunity between women and men and for family policy of the European Commission's Directorate-General V. (See article 11 below: Employment.)

The members of the study group on women and the jobs market collaborated in the production of a statistical study on that topic. (See article 11 below: Employment.)

Current projects of the Ministry for the Advancement of Women are being carried out in close collaboration with other ministries.

For example, the "Gläichheet delen" (Sharing equality) project, which the Ministry is carrying out as part of the fourth programme of medium-term Community action for equality of opportunity between women and men (1996-2000) brings together the Ministry itself and the Ministry of National Education and Vocational Training in the provision of training in equality for teachers participating in the project and of training for trainers. (See article 10 below: Education.)

This project is an example of good practice and the mainstreaming of the principle of equality.

In component 1 of the project (Education in equality) the sponsor, i.e. the Ministry for the Advancement of Women, collaborates closely with the Ministry of National Education and Vocational Training, the Higher Institute of Pedagogical Studies and Research (a teacher-training institute), various communal authorities, and teachers from 14 preschool classes.

The target population is children aged four to six. The partners in the project are the parents, commune equality officers, local advisory commissions on equality and the advancement of women, and school committees. The equality officers or the commissions take charge of operating the project by organizing school outings, seminars and conferences, exhibitions, etc. The NGO Thers Bodé Centre for Information and Documentation concerning Women (CID) is an active partner. The Ministries of Labour and Employment and Economic Affairs and the Middle Classes, together with employers' organizations and representative trade unions act as multipliers of the philosophy of mainstreaming equality for the first and the second components of the equality-training project. The employers' and trade union organizations are currently carrying out important measures of awareness-raising within their organizations. The need for training has thus been realized by trade union representatives and their trainers. Both groups participated in a seminar on equality training which helped them to understand the subject better and incorporate the gender perspective in their own daily work and the activities of their respective management structures.

The trade unions are producing a training module to enhance the awareness of the officers of their own organizations and, like the employers' organizations, are conducting equality-training activities for their

trainers. The network built in this way allows the partners to collaborate at all levels in various areas with a view to incorporating the topic of equality to the maximum extent possible in all activities.

The following are the foreign partners in the project: Gleichstellungsstelle der Landeshauptstadt Saarbrucken (Germany), town of Saint Vith (Belgium), Federal Ministry of Education and Cultural Affairs (Austria), Christliche Frauenliga Eupen (Belgium), and Office for Local Employment-Market Policy (Germany).

The Women's Labour Committee (CTF) has been a mainstreaming organ since 1984. It consists of the women's NGOs which are members of the National Council of Women of Luxembourg (CNFL), employers' and workers' organizations, and the ministries concerned with labour, education and vocational training, economic affairs and the middle classes. Since 17 December 1996 the Committee has been chaired by a trade union representative. Until that date the chairman had been provided by CNFL. The Committee admitted trade union representatives from the civil service, i.e. from the General Civil Service Confederation (CGFP), in view of the high proportion of women (32%) employed in the civil service. Henceforth the Committee will also work to protect the interests of public-sector workers, since the legislation on the full development and advancement of women applies to all workers in both private and public sectors.

During 1997 the Women's Labour Committee, the advisory body responsible for studying, either on its own initiative or at the Government's request, all matters connected with the work, training and professional advancement of women, held nine plenary meetings.

The Women's Labour Committee is subdivided into five working committees, which meet periodically.

Committee 1 (Equality of treatment in social security) has met seven times to discuss the bill introducing dependants' insurance (Bill 4216) and the bill amending the general pensions insurance scheme (Bill 4340).

Commission 3 (Equality of treatment in work and employment) has met four times to discuss Bill 4240, which amends (1) the amended Act of 18 May 1979 altering the arrangements for personnel representation and (2) the amended Act of 6 May 1974 establishing joint committees in private-sector enterprises, regulating the representation of employees of limited companies, and establishing posts of equality officer in enterprises of a certain size. It has also considered the draft legislation on protection against sexual harassment in the workplace.

Committee 4 (Equality of treatment in vocational training, career development and education) met on 27 November to prepare an opinion concerning the draft legislation on (1) support and development of further vocational training and (2) amendment of the amended Act of December 1988 regulating access to the craft, commercial and industrial occupations and to certain liberal professions.

The Committee has issued opinions on:

1. Bill 4240 amending (1) the amended Act of 18 May 1979 on reform of personnel representation and (2) the amended Act of 6 May 1974 establishing joint committees in private-sector enterprises and organizing the representation of employees of limited companies;

2. The bill on protection against sexual harassment in the workplace;

3. Bill 4216 introducing dependants' insurance.

The Committee is represented by its chairman in the Advisory Committee on Equality of Opportunity between Women and Men of the unit for equality of opportunity between women and men and for family policy of the European Commission's Directorate-General V.

The Committee was invited by the President of the Chamber of Deputies to submit in writing its ideas on the topic "Women and employment" for the purposes of a public hearing and consultation debate organized by the Special Commission on Equality of Opportunity between Men and Women and on the Advancement of Women.

As part of its project on the commune policy of equality of opportunity between women and men, the National Council of Women of Luxembourg (CNFL), made up of women's associations of various political and politically neutral outlooks, organizes meetings every six months for an exchange of experience and good practice among commune officers and committees and members of working groups and services concerned with equality of opportunity.

This commune policy was initiated by CNFL in 1995 in collaboration with the Union of Cities and Communes of Luxembourg (SYVICOL) under the auspices of the Ministry for the Advancement of Women, the Ministry of the Interior and the Ministry of Labour and Employment. It encourages women to take a greater part in decision-making in public and political life.

As part of this work CNFL has initiated a survey of the membership of the country's local advisory commissions. In collaboration with the communes it is seeking to collect information on the representation of women in these commissions. An analysis of the information collected will be published in a brochure and on the Internet (http://www.cnfl.lu).

Thanks to support from the Ministry for the Advancement of Women, CNFL is now able to monitor more closely the promotion of this local equality of opportunity policy. In fact, under an agreement with the Ministry, CNFL now has a post of part-time coordinator. A political expert is available to communes to give advice and support their equal-opportunity organizations.

Subject to the current updating of the data, the figures given below illustrate the success of the equality of opportunity policy initiated by CNFL.

Of the 118 communes in the Grand Duchy, 57 have appointed equal-opportunities officers. Eight have established advisory commissions on equality of opportunity, the advancement of women, or the like. Two communes have working groups on equality of opportunity, and the local equality

officers of the canton of Echternach (east of the country) have created an regional network.

A status of women unit has existed since 1989 in only one commune. A second commune has allocated funds for the creation of an equality post in 1998.

The local equality of opportunity policy affects many areas: children's day-care, schools, recreational facilities, commune development, employment, traffic, safety, etc. The aim is to analyze the situation of women and men at the commune level, initiate collaboration between the advisory commissions, local organizations, local and national bodies, and private individuals, and above all to mobilize the largest possible number of women and men in support of the policy of equality.

International machinery

During Luxembourg's presidency of the Council of the European Union, the Minister for the Advancement of Women submitted to the Prime Minister, President of the Council, a number of proposals to be considered at the special summit on employment, which took place on 20-21 November 1997. The first proposal dealt with the integration of the mainstreaming principle in measures to combat unemployment.

In her statement in the Commission on Women's Rights of the European Parliament, in Luxembourg on 23 September 1997, the Minister for the Advancement of Women stressed the importance of the effective integration of the mainstreaming of the equality principle in all political activities.

Her Ministry has represented Luxembourg at a number of international conferences dealing with the advancement of women. It also participates in the work of various international committees:

- Committee on the Elimination of Discrimination against Women (Economic and Social Council of the United Nations);

- Steering Committee for Equality Between Women and Men (CDEG) (Council of Europe);

- Advisory Committee on Equal Opportunities for Women and Men and Family Policy (Commission of the European Union); and

- Steering Committee of the fourth programme of medium-term Community action for equality of opportunity between women and men (Commission of the European Union).

The Ministry also sponsors the project "Gläichheet delen" (Sharing equality), an example of good mainstreaming practice mentioned earlier, which is being carried out as part of the Community's fourth programme in collaboration with Belgian, German and Austrian partners. (See Article 5 below: Patterns of conduct).

ARTICLE 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

The Government has made the policy of gender equality one of the major focuses of the administrative reform process which it launched in January 1995. The action plan for administrative reform adopted by the Government in November 1996 emphasizes the motivation of personnel and specifies the policy of equality as one of the methods to be used in this approach.

In this context the Government regards the organization of working hours as a measure which will enhance the motivation of personnel and thus help to improve the functioning of the services. At the same time this measure will constitute an important step forward in the establishment of de facto equality between women and men in their working lives.

On 2 June the Minister for the Advancement of Women and the Minister for the Civil Service and the Administrative Reform mailed a questionnaire to 21,145 public-sector workers. The aim was to provide the Government with a clearer picture of the views and preferences of its personnel with regard to working hours and to prompt them to contribute to the debate on the new models of working hours to be introduced.

This questionnaire will provide information about the occupational situation of women and men and their needs with respect to the day-care of children and dependants, as well as about their wishes with regard to the reorganization of working hours. The results will be published in 1998.

The budget of the Ministry for the Advancement of Women provides in 1998 for the possibility of positive-discrimination grants in the private sector. To this end the Ministry has produced a brochure designed to increase awareness about positive discrimination and a guide to the grants. This project was submitted for consideration to the study group on women and the jobs market. It will be launched in March 1998.

The Ministry has decided to cofinance the activities of enterprises which wish to give a larger role to women in their organizations. In order to eliminate the inequalities it is essential to take concrete action to remove a number of obstacles, in particular to the recruitment and promotion of women.

It is clear that all these positive-discrimination measures will also benefit the men working in the enterprise. Harmony and respect between the sexes will boost the staff's motivation and thus improve the enterprise's

image.

The 1996 Women's Business Prize, awarded by the Ministry for the Advancement of Women, went to two businesses which have made great efforts with the initial training of their apprentices. It was awarded to businesses in areas of traditional women's employment - a hairdressing salon and a beauty parlour.

At the invitation of the Council of the Commune of Bettembourg, its advancement of women unit produced, in collaboration with the personnel service, an analysis of the Commune's male and female employees.

In 1996 an international women's day was held at Bettembourg under the slogan "Positive discrimination".

The Bettembourg advancement of women unit has submitted proposals for measures which could be developed in the local services.

Following a debate at a public meeting on 21 November 1997 the Commune Council adopted unanimously a positive discrimination plan including inter alia:

- Abolition of the specific career of cleaning woman in favour of a single career for male and female cleaning staff;
- Introduction of further-training modules in various areas;
- Reorganization of internal administrative units;
- Measures to combat sexual harassment and collective victimization (mobbing) in the local services;
- Measures to desegregate occupations;
- Recruitment policy which takes full account of vocational skills;
- Analysis of the needs of women and others;
- Opportunities for women and men having taken leave for family reasons to participate in further-training activities.

ARTICLE 5

States Parties shall take all appropriate measures:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their

children, it being understood that the interest of the children is the primordial consideration in all cases.

On and around 8 March the Ministry for the Advancement of Women launched a televised awareness-raising campaign on the division of professional and private responsibilities. In an advertisement broadcast at peak viewing hours before or after the TV news the Ministry sought to make viewers aware of the fact that the participation of women in the jobs market could be achieved only through a better division of professional and family tasks between the two spouses. The message was that in order to establish a democratic relationship between couples it was important for the men to reflect about the role accorded to them by society.

Following a qualitative study of women homemakers, 6,000 women were invited to take part in a quantitative study on their daily lives. Individual interviews with 1,549 homemakers focused on the composition of the family, the care of dependants, the daily work done by the women, their financial dependence or independence, and their expectations from society in the cultural, social and political spheres. The study will provide information about the status of women homemakers. It will also show whether such women offer a role model for young people. The results are expected by the end of March 1998.

From 24 to 29 September 1997, within the framework of the European year against racism, the non-profit organization Mond Opp (Open your mouth), in conjunction with the Foreigners Liaison and Action Committee (CLAE), the Association Solidarité Tiers Monde (ASTM) and ARA Radio, and with the assistance of the Thers Bodé Centre for Information and Documentation concerning Women and of the Council of Socialist Women, held a seminar on women, racism and the media, which dealt with the role of free radio stations in the battle against every kind of racist and sexist discrimination, from the organization of the radio stations to the production of their programmes.

An informal working group of qualified journalists on the image of women in the media, set up in 1995, carried out a survey of the situation of women in media organizations and the image of women carried in the media. The survey was discussed in the Press Council in December 1997.

The Minister for the Advancement of Women attended the fourth European ministerial conference on equality between women and men, held by the Council of Europe on 13-14 November 1997. The following topic and sub-topics were debated at the Conference:

General topic: Democracy and equality between women and men;

Sub-topic 1: Equality between women and men as a fundamental criterion of democracy;

Sub-topic 2: Promoting equality in a democratic society: the role of men.

In her statement the Minister noted that the standards governing daily life in our society are male ones. The role accorded to women as responsible

for family life and the upbringing of children and the role of men as responsible for public life and material provision for the family were still firmly fixed in the mindset of Western societies.

It was essential, she said, constantly to promote the status of women by highlighting the functions and work performed by women. The staff of the Ministry for the Advancement of Women was composed solely of women. She supported the appointment of women to decision-making posts - if there were women candidates - for example ambassadors, school heads, etc.

She pointed out that the Ministry's activities went far beyond the framework of the advancement of women. In these activities it tried to highlight other images, up-to-date and true images of women and men. The inculcation of the concept of the equality of women and men and of girls and boys in the thinking of all members of our society must begin from the earliest age, with children of both sexes, if men and women were later to be able to enjoy equitable conditions in working and private life.

As part of the fourth programme of medium-term Community action for equality of opportunity between women and men, the Ministry initiated the "Gläichheet delen" (Sharing equality) project. This project has two components: "Education in equality" and "Training in equality". The priority target population of the first component (Education in equality) is children aged four to six attending the obligatory preschool classes.

The intention is to begin the project in a very concrete manner by providing an education which applies the principles of respect for the equality of women and men. For example, the teachers - none of them men (there are only 15 men among the 585 teachers in preschool education) - are first of all instructed in how to teach equality. They are the field agents.

The Ministry provides them with monthly training courses which includes elements of theoretical training, information and exchange of experience. For example the teachers:

- Examine critically their own perception of the traditional roles;

- Learn about the similarities and differences which girls and boys encounter in their development and their lives;

- Make regular assessments of the impact of their work;

- Participate in further training;

- Choose teaching materials tailored to the needs of education in equality;

- Produce teaching materials focused on education in equality.

The teachers are made aware of the fact that a child can develop differently and adopt a different role from the one traditionally accorded to girls and boys.

They are invited to think about the forms of masculinity and femininity and about the different masculine and feminine types and to question the standards governing our society. The teachers currently taking part in the project are volunteers having a particular interest in the subject.

The partners in the project are the Ministry of National Education and Vocational Training, the Higher Institute of Pedagogical Studies and Research, a teacher-training institute, and the Thers Bodé Centre for Information and Documentation concerning Women (CID).

Transnational training sessions are held twice a year: one for teachers and the other for trainers.

The teaching materials deal with the roles of women and men. In 1996/97, for example, modules were prepared for Mothers' Day and Fathers' Day.

For Mothers' Day, the children talked about their mothers, their daily work and in some cases their paid work. The realities of mothers' lives were compared with each other by means of photographs, drawings, stories, role-playing, etc. The children learned that the roles differed considerably. There was no stereotyped role of a mother or of a woman. This same event was repeated for Fathers' Day.

The aim is to show children that in everyday life women and men may play different roles but roles equally worthy of respect.

During the 1997/98 school year children will study the topic of occupations.

In order to teach children about their parents' occupations, the project has called in pupils from the fine arts class of the Technical School for Arts and Skilled Trades, which is going to compile a portfolio of photographs of women and men at work. This activity has triggered a discussion in some of the classes in this school about equality and equal rights for girls and boys.

The teaching materials are supplemented by the transnational partners:

In Austria: the Federal Ministry for Education and Cultural Affairs and the Charlotte Bühler Institut für praxisorientierte Kleinkindforschung, which is responsible for the scientific monitoring of the project;

In Germany: the Gleichstellungsstelle der Landhauptstadt Saarbrücken;

In Belgium: the Women's League of St. Vith and Eupen.

The purpose of the transnational activities is to compile a European teaching file on role transmission. Through this project children:

- Undergo experiences not influenced by the traditional stereotypes of

male and female behaviour;

- Expand their field of experience and develop their personality;

- Gain experience of equal relations between partners.

The project's educational objective is respect for the right of children to develop all their faculties to the full, even if their behaviour and development differ from the traditional patterns. Children need targeted support if they are to find their own path in life.

Parents, especially mothers, have shown an interest in the project, in particular the development of the teaching module on Mothers' Day. Some of the mothers were worried about what the children would say about them or how they would represent them to their classmates. But the results were very encouraging. The children were extremely interested and took an active part in the role-playing. They perceived the apparent differences between the their mothers' lives but regarded them as lives of equal worth.

This work cannot be limited to ad hoc activities; gender teaching must become the main thread of all teaching activity.

It was clear that the school work would have repercussions within the family. Parents were afraid that their children were going to be indoctrinated and no longer respect the unpaid work usually done by mothers. Essentially, the project was designed to develop respect for and equal sharing of all work and respect for all persons, male or female.

The project provides for training at the commune level to meet the parents' information needs. The children's mothers and fathers, are:

- Informed about education in equality;

- Offered suggestions designed to stimulate their children's interests and encourage their individual talents;

- Invited to collaborate with the teachers.

The project operates on the basis of the mainstreaming of the principle of equality, a concept established at the Beijing Conference and adopted by the European Commission.

The commune equality officers, the local advisory commissions on equality of opportunity between women and men, and the local school committees participating in the project are responsible for providing local training by organizing series of conferences and training sessions for adults (school for parents). In turn, the parents help the teachers to organize conferences, book exhibitions, visits to enterprises, and school fetes. Why not elect a football queen or indeed a skipping-rope king?

The children benefit from these activities. They are exposed to non-conventional experiences and realise that the activities of the other sex require just as much effort as their own activities. They also learn to

appreciate the performances of the other sex.

In fact the project has given the commune equality officers a visible sphere of action. It enables the women appointed to this post to get equality discussed at the local level.

The Belgian and Austrian partners are going to adapt the project and transfer it to their own regions. Apart from the Belgian, German and Austrian partners, the project has aroused lively interest in other countries.

The project's second component (Training in equality) addresses the world of work. It is designed to promote equality of opportunity between women and men in the workplace. The partners are the ministries responsible for training and employment, training bodies, employers' and workers' federations and trade unions.

The activities are the same as for the first component, except that they are addressed mainly to adults.

Participants:

- Take training courses in equality;

- Gain experience of equal relations between partners at work;

- Expand their field of experience and develop their personalities.

Persons responsible for human resources (teachers, employers, trade unionists, trainers):

- Make a critical examination of their own perception of roles;

- Learn about the similarities and differences encountered by women and men in their development and their lives;

- Regularly assess the impact of their work;

- Participate in further training;

- Update their training methods by incorporating the gender equality aspect.

Institutions (public agencies, enterprises, trade unions, training institutes and schools) are:

- Instructed about training in equality;

- Offered suggestions to help them provide training which respects the individual interests and talents of adults;

- Invited to incorporate the principle of equality in the development of their organizations.

In cooperation with its partners the Ministry for the Advancement of Women has been preparing since January 1997 a component of the basic project on training in equality addressed specifically to trainers and teachers in all types of education. The employers federations and trade unions have given their agreement to the incorporation of this component in their training arrangements. Trial training sessions were held in June 1997.

The speed with which the national partners have agreed to undertake concrete action is encouraging.

Representative trade unions - the Luxembourg Confederation of Christian Trade Unions (LCGB) and the Independent Trade Union Confederation of Luxembourg (OGB-L) - are preparing a training module to meet the needs of trade union officials and trade union equality officers in enterprises. (See also article 3: National mechanisms for the protection of human rights.)

In addition to the training activities initiated under the "Sharing equality" project, the Ministry for the Advancement of Women has also initiated training in equality for extension workers and youth leaders, personnel heads of the civil service, and for the trainers working in the Institute of Administrative Training. (See also article 11: Employment.)

In October/November the Bettembourg advancement of women unit launched a campaign entitled "Fatherhood-Employment-Conciliation".

The campaign's programme included a series of conferences and study groups on the role of the father before and after the birth of the child, his involvement in the work of caring for the baby, the difficulties of single fathers, and day-care and visiting rights. Through this campaign an attempt has also been made to make women more willing to support and accept an active role by fathers. A discussion also started up about a more favourable working environment with respect to family constraints. A round table on the topic "A different partnership" was attended by men and fathers from the political, business and sporting worlds. The unit has published a guide to Bettembourg's day-care network for children of all ages.

The regional study groups established in 1996 by the Ministry for the Advancement of Women continued and stepped up their work in 1997. A new group was created in the northern region of the country. In addition to the regular meetings held in the various regions, the group leaders have met on several occasions to exchange their experience and coordinate the work.

The first proposals and ideas submitted to the Minister for the Advancement of Women relate to the following topics:

- The need to provide more information to women on all women's issues;
- Measures to improve the harmonization of private and working life;
- Measures to improve the integration of women in the world of work;
- Adaptation of the facilities for day-care of children and dependants to the existing needs.

During the second half of 1997 the regional study groups began to give concrete form to their work by producing models and proposals adaptable to the specific regional and local needs. The first topic chosen was the day-care of children and dependants.

On 1 October, before an audience of students aged 17 to 21 at the Technical School of Arts and Skilled Trades, the Minister for the Advancement of Women introduced the school manual "Equal rights for girls and boys, women and men", which is designed to publicize the Convention on the Elimination of All Forms of Discrimination against Women.

The primary aim of the manual is to make young people aware of the persisting inequalities suffered by girls and women in our society and to prompt them in consequence to behave with respect and fairness towards girls. The second aim is to make girls properly aware of their rights.

The manual has been distributed to all the traditional and technical secondary schools. It has been widely reported in the press.

The Thers Bodé Centre for Information and Documentation concerning Women (CID) carries out social and cultural activities under an agreement with the Ministry for the Advancement of Women. Since 8 March 1997 CID has had premises right in the centre of Luxembourg City. This makes its services accessible to the general public. Its library currently contains some 6,000 books and 650 CDs, as well as 51 specialized magazines taken on subscription. A bibliography of articles dealing with the situation of women in Luxembourg published in the Luxembourg press can be consulted in the library. The magazine CID-info is published five times a year and has a wide circulation. It reports on the cultural and social activities of women in Luxembourg and adjoining areas, as well as on the progress of the European gender equality projects being carried out in Luxembourg at present. CID is currently making a particular effort to acquire music scores of the works of women composers. It has organized many cultural conferences, exhibitions and other events.

Women's organizations take advantage of the CID "open days" to obtain information and documents. CID broadcasts regularly on the radio. Its representatives have regularly attended meetings of federations of women's organizations: National Council of Women of Luxembourg (CNFL) and Liaison, Discussion, Action Group (LIDIA).

CID makes its premises available to other women's groups: LIDIA, Rosa Lila Association (for lesbians), a group which is working on a volume of articles on the situation of women in Luxembourg, and the Women's Liberation Movement (MLF).

CID has established two working groups, one on "Equality of opportunity at school" and the other on "Women and culture". It participated in the Fraësommet (summit on women's employment). (See below under article 11: Employment.)

In December 1997 the Ministry of Culture published an important work on the participation of women in politics. This book, entitled "Wenn nun wir Frauen auch das Wort ergreifen..." (When we women also get a chance to

speak...) deals with women in Luxembourg from 1880 to 1950. The following topics are discussed: education and training of girls, women and politics, women and employment, women in sport and culture, and women and national socialism. Fifteen women authors contributed to the volume.

On 15 October 1997 the Rosa Lëtzebuerg, Rosa Lila and Egalité associations, which protect the rights of homosexuals, held a round table on the topic "Homosexuality - does it exist in Luxembourg too?!". The Ministry of Youth, the Family Planning and Sex Education Movement, and the non-profit organization "European Year against Racism 1997" sponsored this event, the purpose of which was to generate a public debate on the acceptance of homosexuality by society at large. The round table showed how homosexual women and men are forced to play hide-and-seek and highlighted the difficulties and obstacles encountered in their daily lives.

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In 1997 the Ministry for the Advancement of Women concluded agreements with the management of the following reception centres for women:

- National Council of Women of Luxembourg

- Femmes en détresse

- Maison de la Porte Ouverte foundation

- Pro Familia foundation

- Noémi

These centres provide day and night shelter for women alone or women with children. These are women in very difficult situations, suffering problems such as violence, family break-up, homelessness, heavy debts, difficult pregnancy, difficult social situations, etc.

Initially the women are sheltered with their children in houses where educational activities are available during the day. After a stabilization phase the women have an opportunity to live for a limited period in "second-phase" accommodation, supervised by the personnel of the reception centres. This accommodation is made available to the women at an affordable rent until they become independent enough to resume a non-sheltered life.

In 1997, 342 women with 363 children passed through the reception centres; 252 applications were not met, either owing to lack of room or because they were withdrawn. In 1996 the centres took in 296 women and 342 children; 297 applications were not met. In 1995 they sheltered 262 women and 298 children; 337 applications were not met.

In addition to providing shelter itself and social monitoring of the women leaving the centres, some of the centres offer advice, information and day-care services.

Reception centres 1997	Women sheltered	Children sheltered	Problems of violence	Family problems	Housing problems	Other	Unmet applications
Porte Ouverte							
Total:	148	196	50	37	47	14	117
Hôtel Maternel	18	17	7	3	8		
Paula Bové	57	65	21	5	18	13	
Sichem and Maison Rouge	16	31	10	2	4		
Jeunes Mamans annex	12	13	1	7	3	1	
2nd phase	45	70	11	20	14		
Femmes en détresse:							
Total:	66	82	56				24
Shelter	56	63	56				24
2nd phase	10	19					
Femmes en détresse:							
Medercheshaus	43		41			2	
CNFL: South Centre	48	41	33	3	11	1	12
Pro Familia	35	41	8	15	11	1	85
Nëmu:							
Total:	2	3			1	1	14
Nëmu-Accueil	1	2					
2nd phase	1	1			1	1	14
Total	342	363	188	55	70	19	252

In 1997 the non-profit association Femmes en détresse opened the "Medercheshaus" shelter for girls. This shelter and assistance centre is open day and night to girls aged 12 to 21 who find themselves in distressful situations.

The Medercheshaus information bureau is open on three half-days a week and helps girls who have family or school problems, are experiencing physical or mental distress, or have suffered sexual abuse. It also welcomes persons whom the girls trust: mothers, friends, family members.

In 1997 the Medercheshaus information bureau received 2,899 telephone calls; it made 155 appointments and gave 85 individual consultations.

The staff of the Medercheshaus have held workshops on the topic "No means No" in several primary and post-primary schools and in a children's home. They have organized training courses on sexual abuse for a group of police officers.

In 1997 the Maison de la Porte Ouverte foundation recorded an increase over previous years in the number of foreign women in distress, especially women immigrants from the former Yugoslavia. It had to cope with many situations of over-indebtedness.

The Pro Familia foundation is seeing a constant increase in the requests for consultations at its drop-in and consultation centre. Most of these consultations take place within the framework of the activities of the women's shelter and often lead to admission to the shelter or referral to other competent services.

Following the 1993 campaign to combat violence against women, the Director of the Pro Familia foundation has been holding regular training courses on the problem of violence between spouses at the Gendarmerie and Police School.

In 1997 CNFL marked the tenth anniversary of its Foyer Sud-Frauen an Nout (South Centre-Women in need). Through this facility CNFL has participated in the initial work of the new European centre for the promotion of an anti-violence policy, established by the European Women's Lobby. At present the occupation rate of this centre's 12 places and five second-phase apartments is 76 per cent.

The Noémi shelter has three places. Its occupation rate is 112 per cent. Noémi offers information about confidential childbirth and adoption.

ARTICLE 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

The relevant legislation in force was described in the initial report of 1996.

One of the focuses of Luxembourg's presidency of the Council of the European Union has been the battle against violence against women, the priority aim being to combat traffic in women.

As part of the follow up to the Hague Conference of 26 April 1997 Luxembourg took the initiative of preparing a prevention and information campaign for the European Union and the United States of America concerning the struggle waged by the countries of origin against traffic in women for purposes of sexual exploitation. Several working groups met and seminars were held. It is the intention to carry out a campaign in Poland and Ukraine during the British and Austrian presidencies. Girls in the countries of origin must be informed about the risks connected with immigration.

In addition, the European Parliament is proposing to declare 1999 "European year to combat violence against women".

Luxembourg plans to open a reception centre for prostitutes in 1998. One of its tasks will be to provide the necessary training for young victims of this traffic. The following assistance will also be available:

- Psycho-social counselling;

- Information and legal aid;

- Medical care and consultations, including prevention and detection of sexually transmitted diseases.

A public conference on prostitution, organized by the women's NGO Liaison, Discussion, Action (LIDIA) drew a large attendance.

In the recent past the police have introduced a number of concrete measures for the prevention and suppression of violence against women. These measures take three forms:

- Personnel training;

- Prevention;

- Suppression.

Training of police officers

- Basic training at the Gendarmerie and Police School:

A six-week course on violence against women was introduced in 1994. In addition, the training programme for NCO candidates includes several presentations on this topic, presented by lecturers from the private sector: Porte Ouverte shelters; Bethlehem Family Centre; Femmes en détresse; and doctors. The course on "Handling violent situations" includes a practical exercise of police intervention in a family where physical violence has taken place.

- Further training:

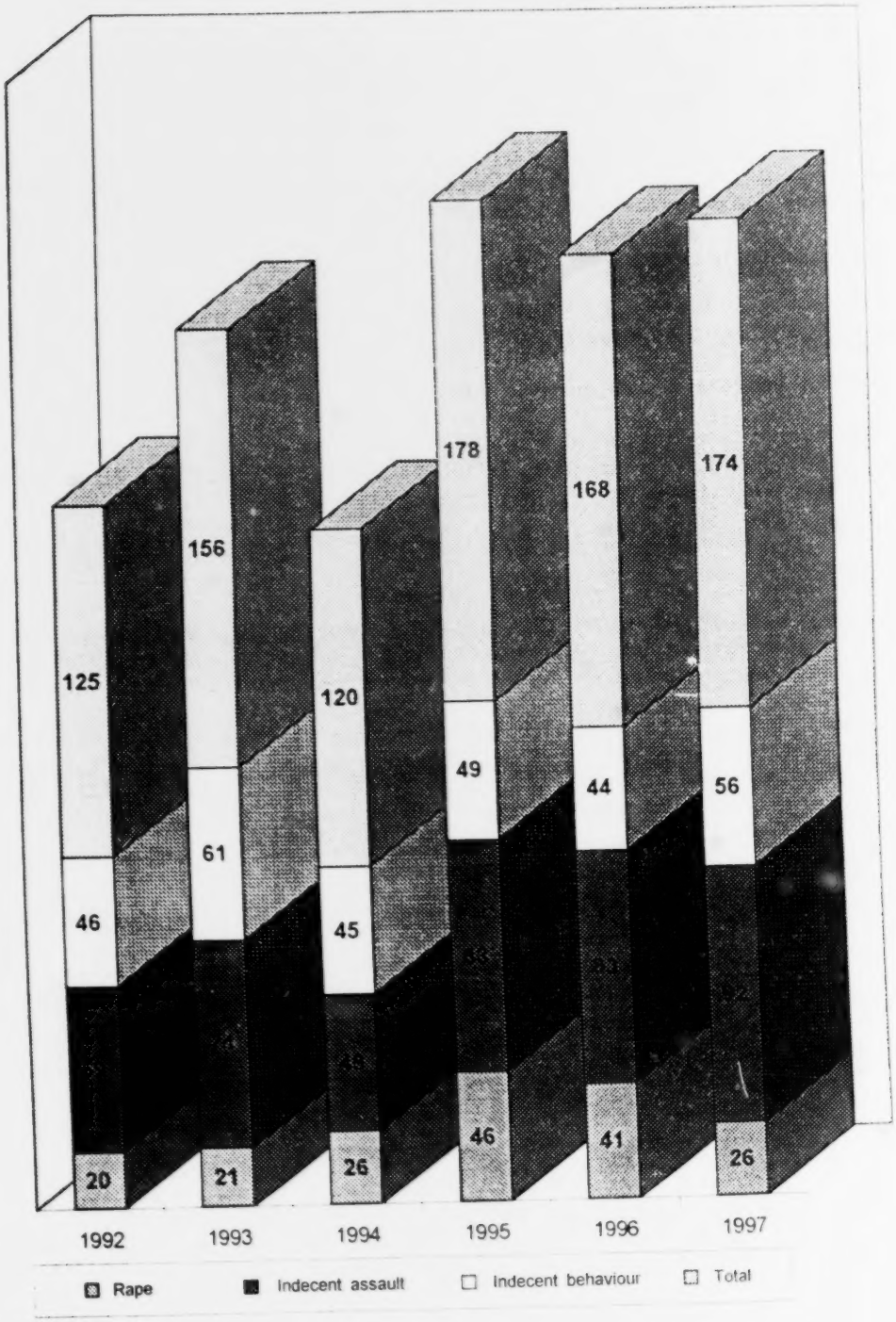
The members of the investigation sections and groups have taken a course on cognitive interviewing. This training, organized by the police and gendarmerie in collaboration with the Kannerschlass Suessem Foundation was designed to teach the officers to use a technique for interviewing victims of serious crimes (maltreatment, battery, sexual abuse, etc.) which produces more reliable statements from the victims while minimizing the traumatic effects which can result from such interviews.

At the end of November 1997 the officers in question took a three-day training course on the first (video-recorded) interview with a minor victim of sexual abuse. In recent years several members of the investigation sections and groups have participated in a seminar on crimes of sexual violence at the Baden-Württemberg (Fribourg) Provincial Police School. The topic of sexual violence is a component of the further training of police personnel.

Prevention

The gendarmerie and police have produced a leaflet containing advice for parents to help them protect their children against acts of sexual abuse. These leaflets have been distributed in schools. They are also made available at the reception desk in the waiting rooms of police stations with a view to making the public more aware of the problem.

EVOLUTION OF INDECENCY CASES
1992-1997



Suppression

In the event of a complaint of sexual violence against a woman, the police inquiry is automatically entrusted to the competent investigation section or group for the locality. It gathers the necessary evidence, conducts the investigation and draws up a report. When interviewing the victim the investigators are assisted by female police officers.

Statistics

The available statistics do not distinguish the sex of victims of crimes and other offences recorded by the police forces.

Attacks against the person

The following developments have taken place with regard to crimes and other offences against the person:

- Murders and attempted murders have increased;

- The figures for deliberate assault and wounding are sharply down on 1996 with respect both to acts causing an incapacity to work and to acts not causing an incapacity to work;

- Sex offences show a slight decline under all headings: public acts of indecency, indecent assault and rape;

- As in previous years, there has been no coercive procuring accompanied by a criminal act. In contrast, the health aspect remains a problem owing to the increase in sexual diseases, particularly AIDS.

The police forces recorded the numbers of prostitutes (134 in 1993, 175 in 1994, 176 in 1995, and 381 in 1996) "working" either in public places or in hotels. They have noted a decline in the number of prostitutes working in the street. Prostitution seems to be moving to apartments and hotels (588 prostitutes in 1997 as against 128 in 1996 and 81 in 1995).

Cases of procuring

1991	16
1992	6
1993	10
1994	9
1995	8
1996	12
1997	4

ARTICLE 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the

right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

The Government maintains the reservation entered at the time of its ratification of the Convention, which reads:

"The application of article 7 shall not affect the validity of the article of our Constitution concerning the hereditary transmission of the crown of the Grand Duchy of Luxembourg in accordance with the family pact of the house of Nassau of 30 June 1783, maintained by article 71 of the Treaty of Vienna of 9 June 1815 and expressly maintained by article 1 of the Treaty of London of 11 May 1867."

However, the Grand Duke gave his consent in principle to the ministerial proposal to amend article 3 of the Constitution concerning the hereditary transmission of the crown of the Grand Duchy of Luxembourg.

Elections

The Ministry of the Interior, which is responsible for the organization of commune elections, carries out his functions without any risk of discrimination in accordance with the laws and regulations governing the various aspects of elections, for these laws and regulations apply equally to women and men.

The Ministry is planning to make the representation of the two sexes clearer by producing for the next elections separate statistics on women and men.

Furthermore, the Grand Ducal Regulation on political leave for locally elected representatives was amended by the Grand Ducal Regulation of 19 April 1994, with the effect of extending entitlement to payment for political leave to "persons without occupation not covered by a statutory scheme" and to "persons pursuing a professional activity part-time". Since it is primarily women who will benefit from this amendment, it is possible that it will help to persuade more women to stand in the 1999 elections.

Public employment and civil service

Given equal ability, women are recruited on an equal footing with men to all civil service posts.

Numbers of civil servants in all grades working full-time

Source: State Employees Administration (APE)

Agency*	Men	Women	Total	Men	Women	Total	Men	Women	Total
				line percentages			column percentages		
Gen. Admin.	3145	892	4037	77.9	22.1	100	42.7	30.2	39.2
Magistr.	69	69	138	50.0	50.5	100	0.9	2.3	1.3
Police	1245	44	1289	96.6	3.4	100	16.9	1.5	12.6
Education	2483	1926	4409	56.3	43.7	100	33.7	65.4	42.7
Special functions	10	3	13	77.0	23.0	100	0.1	0.1	0.1
Customs	413	15	428	98.0	2.0	100	5.7	0.5	4.1
Total	7365	2949	10314	71.4	28.6	100	100	100	100

*Including trainees

General Administration

Source: APE

Grade*	Men	Women	Total	Men	Women	Total	Men	Women	Total
				line percentages			column percentages		
Higher	472	91	563	83.8	16.2	100	15.0	10.2	14.0
Middle	1017	452	1469	69.2	30.8	100	32.3	50.7	36.4
Lower	1656	349	2005	82.5	17.5	100	52.7	39.1	49.7
Total	3145	892	4037	77.9	22.1	100	100	100	100

* Including trainees

Most women are employed in the middle grade of the General Administration.

Education

Source: APE

Grade*	Men	Women	Total	Men	Women	Total	Men	Women	Total
				line percentages			column percentages		
Higher	1316	588	1904	69.1	30.9	100	53.0	30.5	43.2
Middle	1147	1315	2462	46.6	53.4	100	46.1	68.3	55.8
Lower	20	23	43	46.5	53.5	100	0.9	1.2	1.0
Total	2483	1926	4409	56.3	43.7	100	100	100	100

*Including trainees

Most women are found in the middle grade of preschool and primary education.

Head teachers of public secondary schools

Eight traditional secondary schools:

17 senior-level posts:

13 men (76.5%)

4 women (23.5%): 3 heads, 1 deputy head

Four technical secondary schools:

38 senior-level posts:

33 men (87%)

5 women (13%): 1 head, 4 deputy heads

The first female head of a technical secondary school was appointed in 1997.

Teaching staff in primary education

Age	Primary women	Primary men	Total	Preschool women	Preschool men	Total	Total
<30	248	97	345	140	2	142	
30-39	168	160	328	139	13	152	
40-49	324	251	575	73		73	
50..>	324	295	619	3		3	
Kindergarten teachers				215		215	
Total	1064	803	1867	570	15	585	2452

Personnel of administrative jurisdictions

The Administrative Court and the Administrative Tribunal were established at the beginning of 1997.

Administrative Court:

5 judges: 1 woman vice-president; 1 woman counsellor

Administrative Tribunal:

7 judges: 1 woman senior judge; 1 woman judge

Total: 12 judges, including 4 women.

Non-governmental bodies

There are no statistics on the number of women members of non-

governmental associations and organizations working in public life and politics.

Looking forward to the local, national and European elections in 1999, the National Council of Women of Luxembourg (CNFL) has decided to draw the attention of the political parties to chapter 7 of Action Plan 2000 on "Women and decision-making". Together with its affiliated organizations CNFL will monitor the extent to which the political parties modify their structures and procedures in order to remove all the direct or indirect obstacles to the participation of women.

CNFL notes with interest that in Action Plan 2000 the Government emphasizes that women should participate fully in nominating candidates and standing for election.

It is particularly pleased that the Government has expressly supported the initiative for the local of equality of opportunity between women and men launched by CNFL in order to assist the commune equality officers in their work. It notes that unfortunately an excessively large number of communes have not yet acted on this initiative and very few have taken any concrete measures.

It has begun a survey of the representation of women in the local advisory commissions throughout the country. (See also article 3: National mechanisms for the protection of human rights.)

ARTICLE 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

Women have equal access with men to international posts. During Luxembourg's presidency of the Council of the European Union many women civil servants led working groups, committees and other activities at the European and wider levels.

Representation of women in decision-making bodies of the Foreign Ministry

Political level: Minister for Foreign Affairs (male)
Secretary of State for Foreign Affairs (female, appointed in February 1998)

Senior level: Ambassador or Director
22, including three women
(two women appointed in February 1998)

Diplomatic corps (total): 60, including nine women

The larger number of women recruited to the diplomatic corps in recent years and in the years to come ought in time to improve the representation of women in the decision-making bodies of the Foreign Ministry.

Planned future actions and measures for the implementation of the Convention on the Elimination of All Forms of Discrimination against Women

As part of the activities marking the 50th anniversary of the Universal Declaration of Human Rights, the Ministry intends to launch information and awareness campaigns on human rights, including the elimination of discrimination against women.

Development cooperation projects relating to the advancement of women

The Luxembourg Cooperation Service accords special importance to the advancement of women in many of its bilateral and other projects, especially in health and education. Equality issues always receive particular attention during project identification and preparation.

In addition, the Act of 6 January 1996 specifies enhancement of the status of women as one of the areas of activity in developing countries where the Development Cooperation Fund can be used. Furthermore, when an approved NGO submits a programme or project, the Minister may award it, within the limits of the available budgetary resources, cofinancing or a full grant up to an intervention ceiling of 300 per cent of the NGO's financial contribution to the programme or project.

(a) Bilateral projects

Mali: Functional literacy and advancement of women in peri-urban areas of Bamako: Lassa district.

Since January 1998 the Grand Duchy has been financing a bilateral project in Mali in an amount of FLux 20 million for the comprehensive advancement of groups of illiterate women in peri-urban areas by means of a literacy programme, occupational training and social and health education.

Tunisia: Support for craftswomen.

Since July 1997 the Grand Duchy has been financing a bilateral project in Tunisia in an amount of FLux 15.8 million for the improvement of the production, quality and marketing of women's handicrafts by creating a system for the collection, exhibition and sale of the output of craftswomen.

In June 1997 the Grand Duchy agreed to finance a bilateral project to equip the National Union of Tunisian Women with a pilot vocational training centre to offer girls who have dropped out of school in the Médina district of Tunis a high standard of vocational training in dressmaking, jewellery, and ceramics decoration. Luxembourg's contribution to the project's budget amounts to FLUX 19 million, and the duration is estimated at 18 months.

(b) Multilateral projects

Budgetary contributions to UNIFEM

Luxembourg's contributions to the budgetary resources of the United Nations Development Fund for Women (UNIFEM) are constantly increasing. They

will total FLux 14 million in 1998, as against 10 million in 1997 and 8 million in 1996.

Nicaragua: Economic and political advancement of women at the local level.

UNIFEM supports a local NGO (CENZONTLE) which offers loans to women from poor backgrounds running micro-enterprises. The aim is to provide Nicaraguan women with additional training and economic power in order to improve their living standards and those of their families. Luxembourg funded this activity in 1997 with a contribution of FLux 6,689,600.

Burkina Faso: Production of karite nut butter.

Through this three-year project UNIFEM has been supporting women producers of karite nut butter by increasing their production capacity and the demand for this kind of butter in international markets. Luxembourg funded this project in 1997 in an amount of FLux 10,090,900.

El Salvador: Women and local democracy.

UNIFEM is seeking to increase the participation of women in the preparation and implementation of community policies in six villages in El Salvador by means of awareness-raising and training projects. Luxembourg funded these activities in 1997 in an amount of FLux 5,320,000.

(c) Cofinanced projects of non-governmental organizations

In 1996 the Ministry of Foreign Affairs cofinanced several projects on the advancement of women with a number of NGOs.

Mali: Project to combat female circumcision.

In 1997 the Ministry of Foreign Affairs and Cooperation agreed in principle to fund a project to combat the circumcision of girls and women in Mali in an amount of FLux 20 million. The training component will be cofinanced by the United Nations Population Fund (UNFPA).

ARTICLE 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

The legislation in force was described in the initial report.

During the consideration of the initial and second periodic reports in July 1997 the information given in connection with article 9 did not prompt any comment on the part of the Committee on the Elimination of Discrimination

against Women.

ARTICLE 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging co-education and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;

(d) The same opportunities to benefit from scholarships and other study grants;

(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education, existing between men and women;

(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;

(g) The same opportunities to participate actively in sports and physical education;

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

In her letter of 6 October 1997 the Minister of National Education and Vocational Training reported that she had appointed an official to coordinate the Ministry's activities in the area of the advancement of women and equality of opportunity.

In addition, 12 secondary schools have appointed correspondents for equality of opportunity responsible for information and the implementation of the equality activities of the Ministry of National Education and Vocational Training in their schools.

Vocational guidance

Survey of the Luxembourg sponsors of the Fem-Training-Net project, carried out under the European LEONARDO programme, on the action needs with respect to training and equality of opportunity:

The opportunities for training and employment are regarded as insufficient for women wishing to go back to work, single mothers, women with children, and young women without vocational qualifications. The information available to women is also insufficient, and structural barriers make it difficult for women to obtain vocational training, in particular technical training, and take up certain occupations, so that they have fewer opportunities of pursuing a professional career.

Other frequently cited factors, which account for a quarter of the problems in this area, include the influence of social the standards and values governing our society, which accord women only traditional and very limited work roles. This may mean the stereotypes conveyed by the socialization process and tradition, by education, by the careers-guidance and training systems, by the attitude of parents towards their children, by the attitude of male employers, who prefer to take on men rather than women, or even by the attitude of some trainers towards accepting girls for training. In addition to this, parents frequently choose different occupational options for their children on the basis of their sex.

Women themselves manifest inhibiting attitudes: lack of self-confidence, lack of interest in certain occupations and economic fields, lack of motivation, and sometimes lack of qualifications and experience. Women may become discouraged when they compare the advantages, such as salaries, careers, areas of activity, and the disadvantages, such as the cost of going out to work to the family budget and the day-care of children, the tax situation, organization of time, etc., which come into play when they take a job. The disadvantages are regarded as a disincentive to taking a job.

A number of studies and surveys carried out by the Ministry of National Education and Vocational Training have produced interesting results.

Survey carried out in collaboration with the Higher Institute of Technology and the NGO LIDIA as part of the activities to increase awareness of the question of the enrolment of girls for technical training and technical occupations in the senior grades of traditional secondary and technical secondary education:

Date of survey: May 1997.
The questionnaire was returned by 175 girls.

The girls were questioned about the following topics:

1. Intention to continue studies;

2. Area of future studies;

3. Place of future studies;

4. Reason for choice;

5. Institutions or persons prompting them to enter higher education;

6. Information about study opportunities;

7. Working life;

8. Prospects of girls choosing a technical occupation or training;

9. Influence of the presence of a child on working life.

Distribution of replies by school

School	?	LGE	LTAM	AL	LGL	LTE	ECG	LTML	LTA	LCD	LMR	LRS	LN	LTC	LHC	LTMA	LTB
Replies	6	13	8	14	12	9	31	3	2	16	12	10	12	2	29	1	1

Intention to continue studies

Yes	136	76%
No	22	12%
Not yet decided	20	11%

Subject area of future studies

Medicine	13	7%
Natural sciences	15	8%
Social sciences	34	18%
Languages	16	8%
Economics	19	10%
Technology	11	6%
Teacher, social worker	17	9%
Primary teacher	46	24%
Others	18	10%

Place of future studies

In Luxembourg	79	45%
Abroad	95	55%

Luxembourg has only one abbreviated university course of one or two years. Students are thus obliged to attend foreign universities.

Reason for choice

Personal interest	146	83%
Good job prospects	26	15%
Others	4	2%

Institutions or persons prompting girls to enter higher education

Own initiative	145	69%
Parents or relatives	36	17%
Teachers	9	4%
Classmates	12	6%
Educational and vocational guidance services	5	2%
Others	2	1%

Information on study opportunities

Good	22	14%
Satisfactory	70	44%
Unsatisfactory	67	42%

Working life

To work as an independent	54	34%
To work in a team	103	66%

Prospects for girls choosing a technical occupation or training: equality of opportunity for women

	Yes		No	
Education	161	94%	11	6%
Jobs market	32	19%	139	82%
Social recognition	68	40%	102	60%
If not, why not?				
Prejudices	134	60%		
Physical problems	23	10%		
Family duties	57	26%		
Others	9	4%		

Influence of the presence of a child on working life

Will continue to work full-time	32	16%
Will stop working	4	1%
Will continue to work part-time	60	29%
Break from work: one year	34	17%
Break from work: longer	31	15%
Break from work: until child starts school	45	22%

Access to education

The access of girls to the various kinds of education is in principle the same as for boys. However, despite the efforts to make girls aware of the possibilities of technical education, many of them still choose traditionally feminine vocational training: saleswoman, secretary, hairdresser.

Elimination of stereotypes

The Minister of National Education and Vocational Training is proposing to establish a reading panel to analyze all the Ministry's publications with a view to eliminating the transmission of stereotypes.

The "Gläichheet delen" (Sharing equality) project of the Ministry for the Advancement of Women, in its component 1 (Education in equality), seeks to make preschool children (4 to 6 years) more aware of gender issues, and in its component 2 (Training in equality) to persuade trainers to adopt

differing pedagogical approaches for females and males. (See article 5: Patterns of conduct.)

The female teachers participating in the project take further training courses in stereotype-free teaching.

Scholarships and other grants

Scholarships and grants are awarded regardless of sex. The summary on the next page shows the numbers of students applying for financial assistance from the State.

Education and literacy programmes

Access to these programmes is open to everyone regardless of sex.

Drop-outs

Statistical analyses of school results:

For the short and medium terms the Ministry of National Education and Vocational Training has set the following targets for the analysis of the participation of girls and women in training.

Basic statistics:

Under its "indicators" project the Ministry plans to disaggregate by sex the basic statistics on grade and type of administration of the education system, with a view to applying the OECD indicators to the system.

Surveys and analyses:

The surveys and analyses deal with the following topics:

- Choice of course;
- Graduation;
- Graduation and certification;
- School results in mathematics and natural sciences;
- Segregation in training and the jobs market.

The statistics on the school results of girls are published in the following forms: final secondary examinations, and global statistics for general secondary education.

Luxembourg students by subject and sex according to the summary of the Statistical Yearbook of the Centre for School Psychology and Guidance

(Records up to 15 December 1996. Subjects attracting more than 50% of women are underlined. Subjects attracting more than 80% of women are underlined and in italics.)

Subject	Women	%Women	Men	%Men	Total
Agronomy	10	38	16	62	26
Architecture, interior design, landscaping	75	48	80	52	155
Arts	65	53	58	47	123
Social work	42	79	11	21	53
Biology	25	44	32	56	57
Chemistry	23	40	34	60	57
Law	116	52	105	48	221
Forestry	3	38	5	63	8
Geography, geology	15	50	15	50	30
History, archaeology	35	50	35	50	70
Information technology	1	2	58	98	59
Civil engineering	35	9	364	91	399
Engineering, short course	4	11	32	89	36
Literature and philosophy	131	60	87	40	218
Mathematics	11	24	34	76	45
Medicine and paramedicine	150	52	136	48	286
Music	9	43	12	57	21
Primary and preschool teaching	208	81	48	19	256
Teaching	14	70	6	30	20
Educational therapy	18	86	3	14	21
Logopedics	11	100	0	0	11
Education sciences	26	67	13	33	39
Probationer secondary teaching	166	58	122	42	288
Physics	6	14	38	86	44
Airline pilots	0	0	3	100	3
Psychology	91	73	33	27	124
Communication sciences	43	48	47	52	90
Economics, long course	112	29	270	71	382
Economics, short course	11	50	11	50	22
Politics	15	47	17	53	32
Sociology	14	41	20	59	34
Theology	8	73	3	27	11
Tourism	9	75	3	25	12
Translators, interpreters	31	79	8	21	39
TOTAL	1533	47	1759	53	3292

Choice of course

In order to encourage women to work in the scientific and technical fields, an awareness campaign on "Girls and technical training" was carried out in collaboration with the Higher Institute of Technology, the School Psychology and Guidance Service, and the Vocational Training Service.

In the short and medium terms the Ministry is planning a national analysis of the factors which determine a girl's choice of course and occupation. It will be based on the pilot surveys carried out under the "Lifelong learning year" and the pilot project implemented in conjunction with the Higher Institute of Technology, mentioned above.

Through awareness-raising and information activities the Ministry encourages girls to enrol for university courses, especially in the scientific and technical fields. The project on "Becoming a woman industrial engineer" encourages girls to take courses in the following fields:

Civil engineering

- In research and consultation companies:

  General design, production of detailed studies, construction of implementation projects, technical controls, topography;

- In construction:

  Worksite organization, supervision of works, preparation of estimates and tenders, quantity surveying;

- In technical administration:

  General management of works, relations with the private sector;

Mechanical engineering

- Technical management staff in production and development enterprises, State administration, local technical services;

- Woman research engineer in research and consultation companies;

- Woman consulting engineer;

- Woman engineer who creates enterprises by exercising the right of business establishment, liberal profession.

Applied information technology

- Woman development engineer, chief of applied and technological research project;

- Manager of information technology systems;

- Woman technical/commercial engineer for high-technology products;

- Head of private enterprise, liberal profession.

Electrical engineering

- Design and implementation of all kinds of industrial project;

- Worksite organization, tendering, procurement;

- Operation and maintenance of all kinds of electrical apparatus and electronic systems, including industrial regulation and controls;

- Service and quality control;

- Technical/commercial service;

- Execution of research projects;

- Energy and environmental management.

Further vocational training

As part of its training measures for unemployed persons and job seekers, the Vocational Training Service permanently monitors the participation of women in the various activities. The Service uses external evaluations and/or internal analyses to assess the success of the various measures with respect to the recruitment of women. For example, it offers a retraining course for women in scientific and technical occupations, if there is a need.

It uses surveys and canvassing to identify new training methods tailored to the needs both of business and of women seeking work.

As part of the additional training recommended in the 1995 opinion of the tripartite Coordination Committee, which was requested to analyse developments in the jobs market, the Vocational Training Service and the Employment Administration are offering training in the following fields:

- Additional training in information technology (WORD and EXCEL);

- Training for a sales qualification;

- Training for a dressmaking and alterations qualification;

- Additional training for the fast-food industry;

- Additional training for pharmacy shop assistants.

Training projects are under preparation in the following fields:

- Medical assistant/secretary;

- Information technology trainer;

- Specialised saleswoman.

Under objective 2 of the European Social Fund, the Vocational Training Service, in collaboration with the Employment Administration and the Zarabina non-profit association, is carrying out a project covering the following three areas.

- Analysis of the jobs market and search for new job opportunities for women at the regional level;

- Enhancing counsellors' and trainers' awareness of the gender perspective;

- Development of new training concepts in office work, sales and technical trades.

Under the "Fem-Training-Net" (LEONARDO) project, the Service has introduced arrangements for communication among all agencies offering women training in office work and information technology.

Under this same programme the Service is acting as a partner in two research projects to determine new job and training opportunities for women job-seekers. One of these projects focuses more specifically on rural women.

In the medium term the Ministry of National Education and Vocational Training is planning to:

- Diversify the employment options of women job-seekers;

- Encourage women to take advantage of all the existing measures, including those used primarily by men up to now;

- Enhance the awareness of trainers and counsellors of the gender perspective;

- Identify and develop supplementary training methods targeted on a specific job; and

- Promote training leading to national certificates.

Participation in sports and physical education

Girls experience no discrimination in physical education courses.

As far as the teaching of physical education is concerned, women are still under-represented. More women will have to be persuaded to choose this career.

Education in family health and well-being

The Ministry of National Education and Vocational Training acts as a

partner in the education and training activities of the Ministry for the Advancement of Women in this area, in particular under the "Sharing equality" project, which operates in several classes of preschool education. (See article 5: Patterns of conduct.)

One of the project's goals is to change the behaviour of men in favour of a fair distribution of family duties and the upbringing of children between women and men.

The Luxembourg Movement for Family Planning and Sex Education offers sex education courses in a number of secondary schools.

Access of young migrants to education

Various projects have been started up in primary and post-primary education to facilitate the integration of young migrants in Luxembourg's school system and to prevent them failing at school (specific courses in their mother tongues, intensified language courses, French- or German-speaking streams, etc.). The Ministry of National Education and Vocational Training maintains close collaboration between the person responsible for coordinating these activities and the person responsible for coordinating activities relating to equality of opportunity.

Access of disabled girls and women to education

Since in Luxembourg all children aged under 15 must attend school, disabled children of both sexes have access to education on an equal footing with all other persons.

With respect to measures to ensure equal access of disabled women to education, it must be pointed out that the relevant legislation makes no distinction between male or female disabled persons and other persons.

Training of trainers

On 15 December 1997, as part of the fourth programme of medium-term Community action for equality of opportunity between women and men, the Ministry for the Advancement of Women, in collaboration with the Ministry of National Education and Vocational Training and the employers' federations, held a conference on "Being a trainer in a world in TRANSformation" on 15 December 1997.

Equality of opportunity between women and men in the workplace can become a reality if all women and all men have the opportunity of developing their individual skills and capacities to the full. The current changes in the world of work are a challenge to our societies. The usual advice is to accord a central place to the individual, in order to motivate him or her and thus improve the enterprise's performance. Training plays a strategic role in this area. The "Sharing equality" project with its component on "Training in equality", initiated by the Ministry for the Advancement of Women, is designed to improve training by incorporating the principle of gender equality. (See also article 5: Patterns of conduct.)

ARTICLE 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to work as an inalienable right of all human beings;

(b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;

(c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;

(d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

(e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;

(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

The statistical study "Women and the jobs market", published by the Ministry for the Advancement of Women in November 1997, gives a general

picture of the evolution of the situation of women in the jobs market between 1988 and 1996.

The preamble to the study describes the main features of Luxembourg's active population.

Changes in the number of wage-earners by sex, 1988 to 1996***

Source: General Social Security Inspectorate (IGSS)

	Men		Women	
Year	Number	% Variation	Number	% Variation
1988	101 446		52 650	
1989	105 504	4.0	55 439	5.3
1990	109 370	3.7	58 506	5.5
1991	114 203	4.4	61 542	5.2
1992	117 972	3.3	64 445	4.7
1993	120 150	1.8	66 812	3.7
1994	121 574	1.2	68 985	3.3
1995	124 586	2.5	71 014	2.9
1996	127 250	2.1	73 152	3.0
Average variation 1988 to 1996		2.9		4.2

During this period male waged employment increased by an annual average of 2.9 per cent, and female waged employment by an annual average of 4.2 per cent. In 1996 women wage-earners accounted for 37 per cent of all wage-earners.

*** The administrative records of the social security system shows the shifts in the employed active populations. From 1993 it is also possible to follow the changes in the numbers of independent workers and from 1995 the whole of Luxembourg's active population can be monitored, except for persons volunteering for the army, the unemployed, persons taking early retirement, persons taking advantage of the "baby-year", and persons doing casual work. the table shows the percentage variation at 31 March each year. These are the most recent figures, since the situation as at 31 March 1997 was still not available in July 1997.

Distribution of wage-earners by sex and residence at 31 March 1988 and 1996

Source: IGSS

	Men	Women	Total	Men	Women	Total	Men	Women	Total
				line percentages			column percentages		
				1988					
Residents	83 693	45 836	129 529	64.6	35.4	100	82.5	87.0	84.0
including:									
Luxembourgers	59 725	31 139	90 864	65.7	34.3	100	58.8	59.1	58.9
Foreigners	23 967	14 698	38 665	62.0	38.0	100	23.7	27.9	25.1
Frontier workers	17 754	6 813	24 567	72.3	27.7	100	17.5	13.0	16.0
Total	101 477	52 649	154 096	65.8	34.2	100	100	100	100
				1996					
Residents	87 975	54 645	142 620	62.0	38.0	100	69.1	74.7	71.2
including:									
Luxembourgers	54 531	32 229	86 760	63.0	37.0	100	42.8	44.0	43.3
Foreigners	33 444	22 416	55 860	60.0	40.0	100	26.3	30.7	27.9
Frontier workers	39 275	18 507	57 782	68.0	32.0	100	30.9	25.3	28.8
Total	127 250	73 152	200 402	63.0	37.0	100	100	100	100

Annual average variation of wage-earners, 1988-1996

Source: IGSS

	Men	Women	Total	96/88	Annual average variation
Residents	87 975	54 645	142 620	10.11%	1.21%
including:					
Luxembourgers	54 531	32 229	86 760	-4.66%	-0.59%
Foreigners	33 444	22 416	55 860	44.98%	4.75%
Frontier workers	39 275	18 507	57 782	135.20%	11.28%
Total	127 250	73 152	200 402	30.05%	3.34%

"Women and the jobs market" begins with an analysis showing the sectors in which women work:

Concentration of full-time and part-time civil servants by service

Source: APE

Service*	Men	Women	Total	Men	Women	Total	Men	Women	Total
				line percentages			colum percentages		
General Admin.	3 161	1 130	4 291	73.7	26.3	100	42.7	32.3	39.3
Magistracy	69	69	138	50.0	50.0	100	0.9	2.0	1.3
Police	1 246	50	1 296	96.2	3.8	100	16.8	1.4	11.9
Education	2 506	2 225	4 731	53.0	47.0	100	33.9	63.7	43.4
Special functions	10	3	13	77.0	23.0	100	0.1	0.1	0.1
Customs	413	17	430	96.0	4.0	100	5.6	0.5	4.0
Total	7 405	3 494	10 899	68.0	32.0	100	100	100	100

* Including trainees

An analysis by service reveals a balanced distribution between men and women in the magistracy. Women are clearly over-represented in education and under-represented in the police, customs and special functions. These special functions relate to the Government and the Office of the President of the Chamber of Audit.

Situation of part-time civil servants

Source: APE

	Men			Women		
	Together	Including part-time	Percentages	Together	Including part-time	Percentages
General Admin.	3 161	16	0.5	1 130	237	21.0
Magistracy	69	-	-	69	-	-
Police	1 246	1	0.1	50	6	12.0
Education	2 506	23	0.9	2 225	299	13.0
Special functions	10	-	-	3	-	-
Customs	413	-	-	17	2	11.7
Total	7 405	40	0.5	3 494	542	15.6

In February 1997, 65.9 per cent of public-sector employees worked full-time and 34.1 per cent part-time.

Concentration of all full-time and part-time employees in the civil service

Source: APE

	Men	Women	Total	Men	Women	Total	Men	Women	Total
				line percentages			column percentages		
Full-time	600	1 079	1 679	35.7	64.3	100	82.3	59.4	65.9
Part-time	129	738	867	14.9	85.1	100	17.7	40.6	34.1
Total	729	1 817	2 546	28.6	71.4	100	100	100	100

Full-time and part-time public sector workers,
February 1997, for all occupations

Source: APE

Job	Men	Women	Total	Men	Women	Total	Men	Women	Total
				line percentages			column percentages		
A	18	1 031	1 049	1.7	98.3	100	2.0	84.5	49.7
B	600	161	761	78.8	21.2	100	67.3	13.2	36.0
C	94	18	112	84.0	16.0	100	10.6	1.5	5.3
D	97	1	98	98.9	1.1	100	10.9	0.1	4.7
E	82	8	90	91.1	8.9	100	9.2	0.7	4.3
Total*	891	1 219	2 110	42.2	57.8	100	100	100	100

* The total includes full-time and part-time workers.

Explanation of symbols:

A: Cleaning staff, other workers, newspaper deliverers;

B: Kitchen staff, housekeeping staff, general workers, mail sorters;

C: Chefs, cooks without certificate of technical and occupational skill (CATP), craftsmen and craftswomen;

D: Professional chauffeurs, storekeepers with CATP;

E: Persons with a trade skill with CATP.

Occupation A has a very high proportion of women workers, while men predominate in occupation B.

Part-time workers

Source: APE

Job	Men	Women	Total	Men	Women	Total	Men	Women	Total
				line percentages			column percentages		
A	5	790	795	0.6	99.4	100	27.8	94.6	93.2
B	5	43	48	11.6	89.5	100	27.8	5.1	5.6
C	3	2	5	60.0	40.0	100	16.6	0.3	0.6
D	-	-	-	-	-	-	-	-	-
E	5	-	5	100	100	100	27.8	-	0.6
Total	18	835	853	2.1	97.9	100	100	100	100

- = strictly nil result.

Wage-earners by sex and branch of economic activity, 30 September 1996

Source: IGSS

Branch	Men	Women	Total	Men	Women	Total	Men	Women	Total
	Number			line percentages			column percentages		
Agriculture, forestry, viticulture	1 142	260	1 402	81.5	18.5	100	0.9	0.3	0.7
Energy and water	774	101	875	88.5	11.5	100	0.6	0.1	0.4
Processing of non-energy minerals and chemicals	11 907	1 292	13 199	90.2	9.8	100	9.1	1.7	6.4
Processing of metals, metal working	6 120	1 596	7 716	79.3	20.7	100	4.7	2.1	3.8
Other manufacturing	10 575	2 633	13 208	80.1	19.9	100	8.1	3.5	6.4
Construction, civil engineering	21 748	1 303	23 051	94.3	5.7	100	16.7	1.7	11.2
Commerce, Horeca	19 907	18 158	38 065	52.3	47.7	100	15.3	24.3	18.6
Transport, communications	12 169	2 575	14 744	82.5	17.5	100	9.3	3.4	7.2
Banks, insurance, business services	21 534	16 043	37 577	57.3	42.7	100	16.5	21.5	18.3
Non-commercial public services	15 769	10 749	26 518	59.5	40.5	100	12.1	14.4	12.9
Non-commercial private services	1 321	3 557	4 878	27.1	72.9	100	1.0	4.8	2.4
Other commercial services	4 223	12 063	16 286	25.9	74.1	100	3.2	16.2	7.9
Domestic services	85	2 681	2 766	3.1	96.9	100	0.1	3.6	1.3
Unspecified	3 203	1 672	4 875	65.7	34.3	100	2.5	2.2	2.4
Total	130 477	74 683	205 160	63.6	36.4	100	100	100	100

The distribution of women clearly differs according to the economic sector.

The private-sector statistics cover all wage-earners without distinguishing between full-time and part-time work.

In January 1997 the Chamber of Private-Sector Employees published the results of a survey of female private-sector employees which gave information on the following topics: women's work, working conditions, family work, frontier workers, non-work activities, further training, and free time.

Issue 1-114 of the "Information" bulletin (November 1997) reproduces the Chamber's opinions concerning the State budget for the 1996, 1997 and 1998 financial years with respect to the employment of women.

* * * * *

The second part of "Women and the jobs market" gives an overview of initial and further training. Particular attention is devoted to women returning to work after a break for family reasons. This part also deals with unemployment and with anti-unemployment measures such as the question of wages and salaries.

Distribution of resident population aged 15 to 64 by grade acquired in the general education certificate in 1996 (final results)

Source: 1996 EFT of STATEC Unit: %

General education grade	Male	Female	Total
Primary	32.6	38.8	35.83
Lower secondary	34.9	35.0	4.9
Upper secondary	14.1	13.1	13.6
Higher	17.1	11.7	14.4
Other	1.3	1.4	1.3
Total	100.0	100.0	100.0

The figures were calculated by CEPS/INSTEAD

Situation and evolution of unemployment

	1995				1996				1997			
	Men	Women	Total	Inc. for.	Men	Women	Total	Inc. for.	Men	Women	Total	Inc. for.
Jan	1 716	1 663	3 379	1 423	1 692	1 369	3 060	1 453	2 130	1 474	3 604	1 732
Feb	1 741	1 249	2 991	1 424	1 732	1 344	3 076	1 450	2 132	1 456	3 588	1 684
Mar	1 614	1 188	2 802	1 325	1 605	1 251	2 856	1 345	1 968	1 363	3 331	1 501
Apr	1 469	1 148	2 617	1 233	1 577	1 185	2 762	1 295	1 936	1 357	3 293	1 574
May	1 410	1 082	2 492	1 171	1 548	1 140	2 688	1 266	1 844	1 330	3 174	1 527
Jun	1 355	1 082	2 437	1 150	1 472	1 115	2 587	1 224	1 695	1 472	2 957	1 422
July	1 283	1 094	2 377	1 127	1 488	1 123	2 611	1 232	1 459	1 237	2 696	1 299
Aug	1 288	1 062	2 350	1 109	1 483	1 123	2 606	1 235	1 678	1 246	2 924	1 409
Sept	1 325	1 097	2 422	1 150	1 466	1 148	2 614	1 247	1 656	1 255	2 911	1 416
Oct	1 384	1 157	2 499	1 192	1 503	1 220	2 911	1 332	1 732	1 332	3 054	1 472
Nov	1 456	1 265	2 721	1 292	1 720	1 351	3 071	1 459	1 817	1 421	3 238	1 554
Dec	1 606	1 320	2 926	1 398	1 915	1 393	3 308	1 577	1 983	1 454	3 437	1 639
Avg.	1 469	1 165	2 634	1 250	1 607	1 230	2 837	1 343	1 841	1 350	3 191	1 526

/...

Job seekers

On 29 January 1998 the Committee on the Economic Situation published the following figures:

1. Evolution of numbers of vacancies

Dec. 1996	Dec. 1997	Nov. 1997
825	698	922

2. Evolution of numbers of job seekers

Dec. 1996	Dec. 1997	Nov. 1997	Oct. 1997
6,503	6,598	6,544	6,460
	+95 (1.5%)	+54 (0.8%)	

3. Situation of women in the jobs market

Dec. 1996: 2,764 = 42.5% of job seekers
Dec. 1997: 2,880 = 43.6% of job seekers
Nov. 1997: 2,948 = 45.1% of job seekers

4. Recipients of the guaranteed minimum income (GMI)

Dec: 1997: 749 = 11.4% of job seekers
Nov. 1997: 807 = 12.3% of job seekers

5. Occupational categories

	WTS	SW	UW	Total
Dec. 1997	2,442 = 37%	1,658 = 25.1%	2,498 = 37.9%	6,598
Dec. 1996	2,441 = 37.5%	1,636 = 25.2%	2,426 = 37.3%	6,503

WTS - White-collar workers, technical and sales staff.
SW - Skilled worker.
UW - Unskilled worker.

6. Age categories

	Dec. 1997		Dec. 1996	
< 25	1 662 3	= 25.2%	1 738	= 26.7%
25-40	014	= 45.7%	2 977	= 45,8%
40-50	1 374	= 20.8%	1 319	= 20.3%
50-60	512	= 7.8%	439	= 6.7%
>60	36	= 0.5%	30	= 0.5%
Total	6 598		6 503	

7. School leavers

Dec. 1996:	623	= 9.6% of job seekers
Dec. 1997:	637	= 9.7% of job seekers
Nov. 1997:	720	= 11% of job seekers

8. Totally unemployed persons receiving benefit

Dec. 1997:	3,437	= 52.1% of job seekers
including women:	1,454	= 42.3% of unemployed
including foreigners:	1,639	= 47.7% of unemployed
Dec. 1996:	3,308	= 50.9% of job seekers

9. Reported recruitment

Luxembourgers:	190	= 17.7%
EU nationals:	819	= 76.5%
Other foreigners:	62	= 5.8%
Total:	1,071	

Anti-unemployment measures

All the statistics of the Employment Administration concerning job seekers, whether insured or not, distinguish between men and women.

The active population is obtained by adding to the national employed total all residents having no work but seeking a job and registered with the Employment Administration. The active population also includes part-time workers.

Luxembourg's low unemployment rate is not due to part-time working.

The difference between the registration rates of unemployed women and men is due to their differing employment rates.

Measures to maintain employment and combat unemployment

These measures apply equally to women and men.

1. Maintenance of people in work:

- Partial-unemployment benefit;
- Assistance with finding a new job;
- Special work of public benefit;
- Compensation in the event of involuntary idleness (bad weather, accidents, technical causes).

2. Assistance for the unemployed:

- Total-unemployment benefit;

- Assistance with the recruitment of elderly and long-term unemployed;

- Assistance with geographical mobility of job seekers;

- Guarantee of wages owed in the event of employer's bankruptcy;

- Income tax reduction for recruitment of unemployed;

- Recruitment of job seekers registered with the Employment Administration.

3. Training, retraining and occupational mobility of job seekers:

- Employment or re-employment of job seekers registered with the Employment Administration;

- Vocational re-education and retraining of workers whose jobs are threatened.

4. Creation of new jobs:

- Assistance with the creation of jobs of socio-economic usefulness;

- Assistance with the creation of enterprises by unemployed persons receiving benefit.

5. Employment of young people:

- Training/initiation contract;

- Auxiliary/temporary division (DAT)

- Training courses in enterprises;

- Assistance and payments for the promotion of apprenticeships.

6. Duration of working life:

- Support for early retirement;

- Early retirement for night-shift workers;

- Early retirement adaptation;

- Phased early retirement.

Specific anti-unemployment measures for women of various agencies

The measures providing support for women wishing to go back to work are at present focused in particular on office work. The women concerned have qualifications and experience in this field. The office-work courses enable them to update the knowledge gained from their earlier work experience. The

courses give particular emphasis to new information technology.

Anti-unemployment measures of the Centre for Further Vocational Training (CFPC)

Staff numbers in 1996:

CFPC Ettelbruck	Staff	CFPC Esch sur Alzette	Staff
office work	11	office work	59

Total: 70

Participation disaggregated by sex, age, qualifications and status

	CFPC Ettelbruck		CFPC Esch sur Alzette		Total
	Numbers	%	Numbers	%	%
TOTAL	259		692		951
Sex					
men	178	68.7	411	59.4	62
women	81	31.3	281	40.6	38
Qualifications					
unqualified	223	86.1	527	76.2	79
CATP	35	13.5	14	2.0	5
bac. or bac+	1	0.4	1	0.1	0
no information			150	21.7	16
Age					
< 25	180	69.5	320	46.2	53
> 25	79	30.5	372	53.8	47
Status					
unemployed with benefit	73	28.2	117	16.9	20
job seekers	170	65.6	520	75.1	73
recipients of GMI	16	6.24	55	8.0	7

Anti-unemployment measures of Femmes en détresse

"The non-profit organization Femmes en Détresse was founded in 1979. Its purpose is the creation, development and management of shelters for women in distress in order to offer them and their children effective protection against violence by men. It seeks to improve the women's living conditions, in particular by facilitating their integration in economic and social life and providing them with psychological, legal and social assistance to the extent possible." (art. 2)

The services include an information service ensuring continuous follow-up of the women and single-parent families with respect to the problems which they may encounter in their daily life: day-care of children, visiting rights, separation, leisure activities, harmonization of working and private life.

Under the auspices of the European Social Fund a project designed to improve equality of opportunity in employment is operating at the NAXI workshop.

The NAXI workshop is an activity of Femmes en détresse supported by the Ministry of Labour and Employment and the European Union as part of a 1994-1999 programme to help women find work.

The workshop offers a laundry and ironing service and customized dressmaking and alterations for private clients and institutions. The team of laundresses and dressmakers is made up of unqualified women receiving the guaranteed minimum income (GMI). They are taught these work skills under real conditions of business competition with a view to preparing them to rejoin the jobs market.

The NAXI information technology workshop seeks to demystify information technology for the benefit of women wishing to work or return to work after a break for childbearing whose skills are no longer up to date or do not meet the demands of the information technology era. The courses are free and conducted in the Luxembourg, German and French languages. They are taught in groups of five persons and address the subjects most in demand in the jobs market (Windows, Word, Excel). The women also have opportunities for individual practice on computers.

The NAXI job-seekers workshop offers individual advice to women (every Monday or by appointment), helping them to produce a personal and work strategy and to draft a curriculum vitae. It also offers group sessions (information/guidance) with a view to producing a work strategy (six-day session), and training courses for the textiles trades (two half-days a week for three months).

Anti-unemployment measures of Initiativ Rëm Schaffen

The non-profit organization Initiativ Rëm Schaffen (Return to work initiative) was founded in 1988. It is supported by the Ministry for the Advancement of Women, the Ministry of Labour and Employment, and the European Social Fund.

It works with women wishing to rejoin the jobs market. It provides women with vocational guidance, advises them about the opportunities, answers all their questions about finding work, and explains to them the details of the right to work.

The Mëttwochs-Atelier: Matt Succès Arbecht sichen (Wednesday workshop - successful job searches) offers women an opportunity to exchange experience and ideas. Meetings are organized with employment experts.

In 1997 Initiativ Rëm Schaffen, which has its main office in Luxembourg City, opened a second office at Esch sur Alzette (south of the country).

Anti-unemployment measures of Zarabina - Initiativen fir Fraën

The non-profit organization Zarabina - Initiativen fir Fraën

(Initiatives for women) seeks to promote equality of opportunity between women and men, in particular by developing activities concerned with the socio-occupational integration of women.

In this context it is carrying out a project entitled "Advancement of women and regional development".

This pilot project is operating under the Community programme ESF Objective 2 (1997-1999) and is supported by the European Social Fund, the Employment Fund, and the communes of the cantons of Esch and Capellen (south of the country).

The project seeks to:

- Incorporate the component of equality of opportunity in local and regional development;

- Develop new training methods and tools in order to meet future demands for qualifications;

- Promote cooperation at the local and regional levels.

In order to facilitate the practicalities of equality of opportunity, close cooperation has been established between Zarabina, the Employment Administration and the Centre for Further Vocational Training of Esch sur Alzette, enterprises, communes and trade unions.

The activities include:

- Production of analyses of the jobs market;

- Further-training measures for various target groups of women;

- Production of work manuals, information and training materials, and documents;

- Individual consultations and training prior to the creation of an enterprise;

- Publicity, press and public relations work;

- Individual consultations and guidance and information courses for women wishing to go back to work.

Anti-unemployment measures of the Bettembourg advancement of women unit

Operating within the framework of objective 2 of the European Social Fund, the "Full employment" project of the Bettembourg advancement of women unit is designed primarily to promote equality of opportunity between women and men in the workplace. The following activities have been operating since February 1997:

- The "employment window", which deals with matters connected with the

jobs market, training in information technology for women starting work and for women wishing to create their own enterprise or engage in teleworking;

- The documentation centre, which deals with employment, vocational training and family responsibilities, as well as with the development of training measures and the identification of local job opportunities.

The Chamber of Commerce and the Chamber of Skilled Trades organize in collaboration with Zarabina information seminars for women who have set up businesses and for their co-working husbands. These seminars offer the women concerned an opportunity to exchange experience with other women who have set up their own business. The women receive information about the granting of loans to women setting up in business, the legal framework and matters relating to the social security of the women and their co-workers. An information seminar on 16 October 1997 was attended by 61 participants. Three consecutive training modules in November and December 1997 and January 1998 each attracted about 20 women. One of them has opened a pedicure salon on her own account.

Bill 4329, tabled by a Christian Socialist deputy, contains measures to help women returning to work after a break. This is the first piece of legislation drafted specifically to assist such women. The proposed measures would cover the employer's and employee's social security contributions from the Employment Fund for a period not exceeding 18 months.

Job placement of women migrants

There is no specific legislation on the right to work of women refugees and/or migrants. The term "women migrants" describes women from third countries outside the European Union, and migrant women workers are subject to the same recruitment and work-permit conditions as men migrants. It is difficult to determine the percentage of immigrant women since citizens of the European Union are not regarded as immigrants.

Virtually all females moving into Luxembourg come from the European Union. They enjoy the same entitlements as Luxembourg nationals with respect to the right to work and access to employment. But if they are nationals of countries outside the Union they must be in possession of a valid work permit.

No specific measures have been introduced to ensure their effective integration. In principle, the measures introduced in any area address all the women resident in the country.

With regard to education, a supplementary French language course has been held for the past two years for female refugees from the former Yugoslavia. Twenty-four women have participated.

Under article 6 of the Regulations of the European Social Fund, the Government Commissariat for Foreigners, assisted by the National Council for Foreigners (an advisory body) is sponsoring a project targeted on immigrants into Luxembourg, primarily those threatened by exclusion from the jobs market owing to a language barrier and in particular women who do not go out to

work.

The following activities are planned:

- Awareness campaigns for the people most likely to be excluded from the jobs market;

- Training of trainers;

- Language training for selected groups with a view to their social and occupational integration;

- Dissemination of the tools and methods devised.

Occupational integration of the disabled

According to a recent study, disabled women do not remain unemployed any longer than disabled men. The figures for long-term unemployment (over one year) are 19 per cent for men and 16 per cent for women.

Under the Act of 12 November 1991 the Disabled Workers Service (STH) has the task of ensuring - without any distinction between the sexes or, where applicable, between levels of training - the placement, re-education and occupational integration of persons who have suffered accidents at work, the war-disabled, and persons who have a physical, mental or sensory disability and have suffered a decrease of at least 30 per cent in their capacity to work.

At 31 December 1997, 1,621 persons, including 392 women, were recognised as disabled workers. At that same date 71 of the men and 16 of the women were seeking work.

In June 1997 there were 16 female job seekers out of a total of 375 women recognised as disabled workers, i.e. 4.2 per cent of the total. There were 59 male job seekers out of a total of 1,194 men recognised as disabled workers, i.e. 4.9 per cent of the total (Source: Disabled Workers Service). The figures point to the conclusion that disabled women and disabled men have equal access to jobs.

Organization of work

On 23 October 1997, during Luxembourg's presidency of the Council of the European Union, the Ministry for the Advancement of Women and the Ministry of Labour and Employment held a conference on the organization of work in collaboration with the unit for equality of opportunity between women and men and family policy of the European Commission's Directorate-General V.

The general goals of the conference were to:

- Contribute to the debate initiated by the Commission's Green Book "Partnership for a new organization of work" (COM (97) 128 final);

- Make preparations for the employment summit held in Luxembourg on 20-

21 November 1997.

The specific goals were to:

- Publicize examples of good practice with respect to new ways of organizing work;

- Promote the partnership for new ways of organizing work;

- Integrate the equality of opportunity dimension in the organization of work.

The following activities were conducted at the conference:

- Case studies of five European countries, with emphasis on the presentation of persuasive examples of ways of organizing work with respect to national policy, enterprises (public or private, SME or multinational), and workers;

- Panel discussion to air the views of the representatives of the Advisory Committee on Equality of Opportunity between Women and Men and of officials responsible for national employment policies and labour relations.

Target groups at the European and national levels:

1. European level

- Advisory Committee on Equality of Opportunity;

- Steering Committee of the fourth programme of medium-term Community action for equality of opportunity between women and men;

- Committee of directors-general of employment;

- Committee of directors-general of industrial relations;

- Social partners;

- European Parliament: Committee on Women's Rights and Committee on Social Affairs;

- Council of Europe: Committee on Women's Rights;

- Representatives of the European Commission, the International Labour Office, and the Organization for Economic Cooperation and Development.

2. Luxembourg level

- Employers' and workers' organizations, trade unions and federations;

- Chamber of Deputies;

- Representatives of the Government and the civil service;

- Representatives of embassies;

- Associations working for women's interests;

- Social services;

- Enterprises affiliated to the Federation of Industry, the Chamber of Skilled Trades, and the Association of Banks and Bankers.

Some 400 persons, including 100 from abroad, attended the conference, which was chaired by the Minister for the Advancement of Women. It adopted the following messages:

- The future organization of work is something new for everyone, women and men;

- The reconciliation of economic and social issues and the harmonization of private life with the interests of the enterprise are part of a humanitarian approach to work which gives equal weight to equality of opportunity in the enterprise's policy;

- A new organization of work and particularly of working hours may facilitate the maintenance and creation of jobs;

- The role to be played by the social partners is crucial in this connection.

Incorporation of the gender equality dimension in the measures to promote employment and combat unemployment

On 20 and 21 November 1997 the Luxembourg presidency of the Council of the European Union held a special European summit on employment. For this meeting the European Union had prepared guidelines on improvement of the capacity to find work, development of the spirit of enterprise, encouragement of enterprises and their workers to improve their capacity to adapt, and reinforcement of equality of opportunity policies.

The Minister for the Advancement of Women requested the Prime Minister, President of the Council, to include the gender perspective in the negotiations on all measures to combat unemployment.

Action Plan 2000, adopted on 26 March 1997 by the Council of Government, sets out the following goals in its chapter 6 on "Women and the economic world":

1. To promote women's economic independence by improving their access to resources, jobs, markets and trade;

2. To give women access to markets, information and technologies;

3. To strengthen women's economic capacities and commercial networks;

4. To eliminate occupational segregation and all forms of discrimination in employment;

5. To harmonize family and work responsibilities.

The Ministry for the Advancement of Women advocates:

- Effective mainstreaming;

- Establishment of a more favourable framework for women's employment taking into account the claims of national women's organizations with respect to training, education and employment;

- Measures to promote a new social contract involving women at all levels of decision-making and incorporating the gender dimension in all policy measures by means of:

Activities to increase awareness with respect to women's employment;

Activities to increase awareness with respect to the division of public and private responsibilities between women and men;

A concrete commitment to redefining work through the redistribution of paid and unpaid work and the introduction of new ways of organizing work: job sharing, voluntary part-time work, reduction of overtime and additional jobs;

- Production of a systematic analysis of the development of the jobs market, with disaggregation by sex in all areas.

Since women's employment was treated separately and linked to measures to reconcile working and family life, on 21 November 1997 Luxembourg's women's NGOs, in collaboration with the European Women's Lobby, held a "Summit of women for employment". At this meeting, which was remarkably successful in Luxembourg and in Europe, the following statement was submitted to the Minister for the Advancement of Women.

"Joint claims of the women and women's associations attending the SUMMIT OF WOMEN FOR EMPLOYMENT, held on 21 November 1997 in the Grand Duchy of Luxembourg in parallel with the European Summit on Employment.

The policy of the European Union has made a big contribution to promoting equal treatment of women and men before the law, especially with respect to remuneration, social security and access to jobs.

But equality before the law is far from being translated into de facto equality:

- Women rarely hold top-level managerial posts; in contrast, they are generally over-represented in precarious jobs and atypical jobs, among lowly paid workers and among job seekers;

- Many women are excluded from the jobs market and proper social

protection;

- The organization of work and its rigidities, the lack of infrastructure provided by society, and the unequal division of work, family and social responsibilities between women and men continue to reproduce the existing inequalities.

This is why the women and women's associations backing the SUMMIT OF WOMEN FOR EMPLOYMENT urge the decision-makers attending the European Summit on Employment to:

- Take concrete decisions to promote de facto equality of opportunity between women and men in the jobs market and the world of work;

- Encourage national governments and the social partners to implement proactive equality of opportunity policies;

- Produce an annual report on the results of this policy.

Such a policy involves:

- Mainstreaming, i.e. incorporation of the equal opportunities dimension in all policies;

- Equitable representation of women in all consultation and decision-making bodies at all levels;

- Widespread use of positive discrimination in favour of women, as provided for in the Treaty of Amsterdam;

- Combating hidden discrimination, especially in wage structures;

- Promotion of new ways of organizing work and social protection which promote both equality of opportunity and a better quality of life for women and men.

And it will facilitate:

The negotiation of a new "women-men contract" which will put an end to the stereotyped division of tasks and enable women and men citizens to build Europe on a footing of equality.

We claim the same rights, the same responsibilities, the same remuneration, and the same powers of decision for women and men!

[End of statement]

The following Luxembourg organizations took part in the meeting:

- National Council of Women of Luxembourg:

Catholic Action of Women of Luxembourg

Association of Liberal Women

Thers Bodé Information Centre for Information and Documentation concerning Women

Luxembourg Federation of University Women

National Federation of Women of Luxembourg

Femmes au présent

Christian Socialist Women

Socialist Women of Luxembourg

Union of Israeli Women

Union of Women of Luxembourg

Luxembourg Union of Soroptimist International

- Liaison, Discussion, Action (LIDIA)

  Thers Bodé Centre for Information and Documentation concerning Women

  Déi Gréng - Fraën

  Femmes en détresse

  Socialist Women of Luxembourg

  National Federation of Railway Workers, Transport Workers, Civil Servants and Public Employees of Luxembourg, women's section

  Initiativ Liewensufank

  Movement for the Liberation of Women (MLF)

  Nei Lénk - Fraën

  Rosa-Lila

  Union of Women of Luxembourg

- Rhodes Club: Association Prix Femmes d'Europe

- Communist Women of Luxembourg

- Foyer de la Femme

- Initiativ Rëm Schaffen

- Confederation of Christian Trade Unions of Luxembourg, women's section

- European Women's Lobby

- European Movement, Women's Section

- Confederation of Independent Trade Unions of Luxembourg, women's section

- Bettembourg advancement of women unit

- Union of Italian Women

- Zarabina - Initiativen fir Fraën

In addition to the co-organizer - the European Women's Lobby - the Summit was attended by many foreign women's organizations, especially from neighbouring countries. The text of the declaration was also transmitted to the ministers attending the special European Summit on Employment.

* * * * *

An overview of recent moves in Luxembourg for the introduction of a policy of equality of opportunity between women and men in the jobs market was produced by Monique Laroche-Reeff for the European Foundation for Improvement of Living and Working Conditions.

The Chamber of Skilled Trades carried out a survey of all nationals registered as having a craft skill. This survey launched in February 1996 illustrates the very widespread phenomenon in the crafts sector of the spouse making an active contribution, together with its head, to the operation of the enterprise. It focuses on the status of the spouse of the head of the enterprise, using two main criteria.

First, it deals with the spouse who helps by working in the business. Various parameters are used, such as the influence of the size of the business, its legal status and the differences inherent in different groups of trades.

The second part of the study addresses the status of the spouse of the head of the business with respect to social security.

It must be stressed that all the spouses of heads of enterprises were taken into account, regardless of their function within the enterprise or even if they had no function. In most cases these spouses were women.

The second part essentially defines the different kinds of status of the spouse in accordance with the social security regulations. At the end of this part an analysis is offered of the advantages of registration as a co-working spouse with the Joint Social Security Centre. The National Council of Women of Luxembourg and the Chamber of Skilled Trades held a conference to make heads of enterprise and co-working spouses aware of the need to register

co-working spouses for social security purposes.

The study tries to do something more than traditional surveys by providing useful information to the spouses of persons having a craft skill to enable them to look forward to the end of their working lives with greater confidence.

Harmonization of working and private life

Following a public hearing on "Women and employment" on 6 March 1997, a policy debate on the subject of the employment of women was held in the Chamber of Deputies on 10 June 1997.

The Chamber adopted the following motion:

"The Chamber of Deputies,

- Aware of the importance for the promotion of women's employment of a better distribution of the various work and family duties between the two partners,

- Desiring not to limit men's life to the work sector alone and not to set them apart from the responsibilities of bringing up children or from household tasks,

- Aware that, in addition to legislative and policy measures, a change of outlook in society at large would be a valuable precondition for any political or legislative action,

Invites the Government

- To prepare a broad information and awareness strategy covering several years and designed to present the advantages of a fair distribution of work and household duties and the upbringing of children between men and women."

The third part of the statistical study "Women and the jobs market" also deals with the harmonization of the private and working lives of working women.

The marital status of active women

The following table shows the proportion of the active population according to marital status in relation to the whole population of the same age.

Summary of activity rate by age and marital status

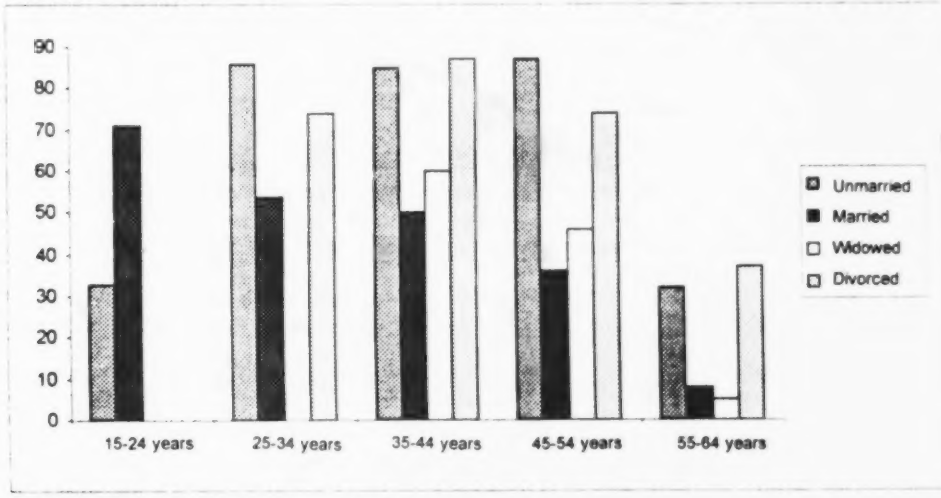
Source: 1996 EFT of STATEC Unit %

Legal marital status	15-24 years	25-34 years	35-44 years	45-54 years	55-64 years	active 15-64 years
Men						
Unmarried	39.5	89.5	93.9	87.2	37.8	64.3
Married	97.0	99.2	97.9	91.0	35.8	83.7
Widowers	-	-	-	-	25.3	51.5
Divorced or legally separated	-	95.2	92.8	88.4	36.4	82.9
Women						
Unmarried	33.4	86.0	85.3	87.2	31.7	54.9
Married	71.0	53.9	49.7	36.1	8.1	40.9
Widows	-	-	59.5	46.3	5.3	21.5
Divorced or legally separated	-	73.6	87.5	74.2	36.7	74.9

- = Result strictly nil.
The figures were calculated by CEPS/INSTEAD

Female Activity Rate by Age and Marital Status

Source: 1996 EFT of STATEC Unit: %



The figures were calculated by CEPS/INSTEAD

Of all active persons aged 15-64 it is divorced (or legally separated) women who are the most active (74.9%), followed by unmarried women (54.9%). In the 45-54 age group unmarried women are just as active as unmarried men. Widows are the least active, but they are also the oldest. This analysis of marital status does not yet provide any information about the female activity rate in relation to number of children. This is a decisive element in a women's decision to take up paid work.

The Government actively supports the day centres for children.

The Ministry of the Family has signed agreements with 41 day centres to regulate the financial contribution of the State to the operating costs of day centres for children and adolescents.

During the start-up phase of such projects the Ministry bears the costs of furnishing the centres by means of a special subsidy paid to the management associations. The associations may also receive a special subsidy for the replacement of worn-out furniture or equipment. On the other hand, the infrastructure costs as such - rental of premises, construction and conversion costs, or building maintenance costs - are in principle borne by the communes concerned.

The Ministry pays any operating costs which are not covered by the contributions of parents. Since these contributions are calculated according to a scale based on the composition of the family and its income, the deficits covered by the Ministry are very high in proportion to the receipts of the centres themselves. Priority access is accorded to single-parent and low-income families.

There are also a number of "open-door" day-care centres for children, often of foreign nationality, in districts suffering serious social problems; the children are offered leisure activities or support with their school homework. These institutions seek to establish contact with the parents, especially mothers, with a view to coordinating the children's upbringing.

Other support models are envisaged, in particular in day-care centres and private institutions of the day-care and home-care services.

Parental leave

Parental leave does not yet exist in Luxembourg. Its introduction is currently under discussion, in accordance with the European directive. The likelihood is that such leave will be divided equally between the two partners. This proposal, made under the heading of leave for family reasons, is designed to divide the child-raising task fairly between father and mother. The explanation of the reasons for this piece of legislation states:

> "This is why the respective shares have been made non-transferable. Without such a precaution it would inevitably be the mother who would care for a sick child, whereas the non-transferability of the special leave will tend to prompt the father to shoulder his share of the responsibility.
>
> The need is to erect a signpost pointing towards genuine equality between women and men in the home." (See initial report, 1996.)

The Ministry of Labour and Employment has invited the social partners to negotiate models of parental leave for fathers which could be introduced in Luxembourg on the basis of the framework agreement on parental leave concluded by the social partners in the European Union.

The "Krank Kanner Doheem" service of Femmes en detresse offers care of sick children at home when the parents work outside the home.

This service will also accompany children suffering from cancer when they go for special treatment abroad, if the parents do not obtain special leave. In 1997 it recorded an increase of 33 per cent over 1996 in requests for care of a sick child while the parents were at work.

Social Security

Although direct discrimination has been eliminated from the legislation, it nevertheless seems that indirect discrimination occurs, especially as women prefer short or part-time working hours, which create smaller social security entitlements.

In order to eliminate the persisting shortcomings with respect to equality, the General Social Security Inspectorate has participated in the European Union in expert groups and conferences and thus in the production of studies designed to identify and eliminate indirect discrimination or find new means of obtaining equal treatment of men and women in social security, including the introduction of individual entitlements.

In this context the Government has planned some measures to create additional personal rights for women, without however jeopardising their derived rights.

Under the bill introducing dependants' insurance, a provision on periods during which a person has provided assistance and care for a dependant will be included in article 171, paragraph 1, of the Social Security Code, which means that such periods will be treated in the same way as periods of work. The relevant contributions will be paid by dependants' insurance up to the level of the minimum social wage.

The same applies to the periods during which a person has looked after a child placed with him or her day and night or day only by an approved organization. The relevant contributions will be paid by the approved organization up to a ceiling of the minimum social wage. The State (Ministry of the Family) will reimburse these organizations by means of budgetary credits.

The bill amending the general pensions insurance scheme envisages a number of changes, announced in the Government's statement on the chapter on equality of opportunity, which will improve the old-age benefits of women whose pensions became payable before 1 January 1988 (date of entry into force of the Act of 27 July 1987 amending the pensions insurance arrangements) and enable women to supplement their periods of contributions:

1. Recalculation of pensions which became payable before 1988 to take into account periods spent bringing up children aged under six.

2. More flexible arrangements for taking baby-years into account:

- Elimination of the time limit of 24 months for submission of the

application by one of the parents bringing up the child;

- Possibility for parents to share the baby-years.

3. Incorporation of periods of insurance in respect of paid work for less than 64 hours a month in the calculation of the old-age pension, the early old-age pension, and supplementary allowances.

4. Extension of voluntary contributions and retroactive purchase:

- Introduction of optional insurance, subject to residence in Luxembourg but without any preliminary qualifying stage; the relevant periods will not be taken into account for purposes of qualification for the disability pension and the minimum pension;

- Possibility for a spouse who has given up work or begun to work shorter hours during the marriage to make up the periods in question retroactively by means of optional insurance payments.

The current legislation was described in the initial report under article 11.

Maternity protection

With regard to the special protection of pregnant women in the workplace, on 18 February 1997 the Ministry for the Advancement of Women tabled a bill designed to implement Directive 92/85/EEC of 19 November 1992 concerning the introduction of measures to improve the social security and health of workers during pregnancy and childbirth and when breastfeeding at work.

The Act of 3 July 1975 concerning protection of the maternity of women at work already provides a number of rights for pregnant women, such as 16 weeks of maternity leave, which is extended to 20 weeks in the event of a premature or multiple birth or when the mother breastfeeds the child. In this connection the Act goes even further than Directive 92/85/EEC, which advocates maternity leave of only 14 weeks.

In addition, the Act already provides for release from night work and for protection against dismissal.

Exercise of the rights set out in the labour contract is ensured by paying women the maternity benefit throughout their maternity leave.

The Act also includes a prohibition on employing women in certain kinds of heavy or harmful work during pregnancy, following childbirth or when breastfeeding a child. Apart from this prohibition, the employer is also obliged to find such women alternative work.

While the Directive stipulates that only two of the 14 weeks' maternity leave must be taken before and/or after the birth, amended article 3 (1) of the bill reads:

"A pregnant woman may not be employed during the eight weeks preceding

the anticipated date of the birth specified on a medical certificate. This period is called "antenatal leave".

If the birth takes place before the anticipated date, the lost part of the antenatal leave shall be added to the postnatal leave as defined in the next paragraph.

If the birth does not take place until after the date anticipated by the doctor, the prohibition shall be extended until the birth without any reduction of the duration of the leave which must be taken after the birth..."

The list of heavy or harmful work is a long one, and release from work without loss of pay comes into effect when a temporary rearrangement of working hours or conditions will not prevent any risk and reassignment of the woman concerned is not possible or cannot reasonably be demanded for duly justified reasons.

The bill imposes on employers an obligation to inform all their women employees about the work to which women cannot be assigned during pregnancy, immediately after childbirth or when breastfeeding and about the measures taken to eliminate all risks. This same information must be communicated to the staff association and the equality officer, if they exist.

The bill also provides for release from work without loss of pay to allow pregnant workers to go for the mandatory antenatal checks required under the legislation on the systematic medical monitoring of pregnant women and on childbirth allowances, if such checks cannot take place except during working hours.

The protection measures contained in Luxembourg's legislation, in particular the prohibitions and limitations on work and the right to antenatal leave, serve an immediate health purpose: elimination of the risks to the health of the mother and child resulting from work. Any reduction of antenatal leave invalidates the health arguments justifying such leave, which relate to a number of specific risks during the last three months of pregnancy.

The protection of the maternity of women at work will acquire increasing importance to the extent that there is an increase in the number of women and future mothers who work and a shift of women's work towards sectors previously reserved for men.

The relations between the work of future mothers and the progress and outcome of a pregnancy are very complex, for the individual factors play a decisive role. In addition, there is the double burden of a job outside the home and household duties borne by most of the future mothers who work.

ARTICLE 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure,

on a basis of equality of men and women, access to health care services, including those related to family planning.

2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

The recent publications "Highlights on health in Luxembourg" (World Health Organization, July 1997) and "Health and life in Europe" (European Commission) give a general picture of Luxembourg's health system.

Means of contraception

Comments:

General principles of the distribution of pharmaceutical products:

- Advertising and distribution are regulated, and drugs are usually supplied only on medical prescription;

- Only drugs supplied on medical prescription are covered by sickness insurance.

1. Means of contraception and medical prescription:

Distinctions must be made between the following contraception means and methods:

- External barrier methods not requiring a visit to a doctor (condoms, spermicidal creams) are on open sale and not covered by sickness insurance (like all products on open sale);

- External barrier methods requiring a visit to a doctor (diaphragms, cervical caps), which are not available from pharmacies but on the medical devices market;

- Hormonal contraceptives, which are drugs supplied only on medical prescription (like all hormonal products);

- Intra-uterine devices installed by a doctor (they fall within the category of medical devices);

- Voluntary sterilization, which is not yet regulated in Luxembourg.

2. Reimbursement under sickness insurance:

Under the terms of sickness insurance, hormonal contraceptives are regarded explicitly as comfort drugs and supplies and are not reimbursable.

They are reimbursed at the usual rates if prescribed for therapeutic purposes. In such cases prior authorization from the medical authorities is

required.

Other contraceptive means and methods are not covered by the sickness insurance regulations.

Visits to a doctor are reimbursable.

Conclusion:

Contraceptives are distributed in the same way as pharmaceutical products and medical devices, except for condoms, which are widely available from shops and vending machines.

Their cover by sickness insurance and their reimbursement are governed by the sickness insurance regulations, which are established by a joint council composed of representatives of members of the schemes and representatives of employers (Board of Management of the Sickness Funds).

Under the sickness insurance schemes, contraceptives fall into the prevention category, which is not covered (except for some specified methods). The prospects for a change in the regulations to extend reimbursement for contraceptives are not encouraging at a time when efforts are focused on cost-cutting.

The non-profit organization Luxembourg Movement for Family Planning and Sex Education offers meeting groups for pregnant women and sex education courses in a number of secondary schools. After a medical consultation it supplies condoms and hormonal contraceptives free of charge.

The family planning centres in Luxembourg City, Esch sur Alzette and Ettelbruck run a rape information service. The facilities are operated by teams of doctors and psychologists of both sexes and included shelter, information, prevention, medical treatment, support, guilt counselling, and taking of statements with a view to the subsequent lodging of a complaint. The teams work in close collaboration with the social services, the Luxembourg Association for the Prevention of Child Abuse (ALUPSE), and the protection services of the gendarmerie and police. The family planning services run training courses for the gendarmerie and police at their request. The doctors and psychologists give a hearing to all victims regardless of whether the attack took place recently or at some earlier date.

During 1997 the non-profit organization Initiativ Liewensufank (Initiative for starting life) offered a broad range of courses of antenatal and postnatal training, as well as conferences on this topic. With regard to the promotion, support and protection of breastfeeding, Initiativ Liewensufank carried out public awareness campaigns in connection with world breastfeeding week. In 1997, with financial support from the Ministry for the Advancement of Women, it published several brochures on outpatient childbirth, the "Doula" project, antenatal diagnosis, and breastfeeding. It handed out or mailed 16,025 brochures to interested persons.

Early detection and diagnosis programmes

Report on the 1997 breastscreening programme of the Ministry of Health:

Since the beginning of the breastscreening programme in 1997, 40,799 mammographs have been taken, and 3,498 patients have been followed up for diagnostic purposes (diagnostic recall rate: 8.57%).

Up to 31 December 1997, 218 tumours had been assessed (detection rate: six per 1,000). From January 1998 women in the target group (aged 50 to 65) will be invited for their fourth detection examination.

Results for 1996:

Invitations sent:	16,660
Women participating:	8,748
Participation rate:	52.50%
Participation rate of non-participants after recall:	17%
Recall rate for diagnosis:	8%
Incidence of breast cancer:	57 tumours detected
Tumour detection rate:	6.5 per 1,000
In situ tumour rate:	10.5 %

Thirty per cent of the tumours discovered in 1996 were smaller than one centimetre, 62.5 per cent were larger than 1.5 centimetres, and 9 per cent were in situ tumours.

In 1997, 16,832 invitations were sent to women in the target group, and 8,543 women took part in the programme during the year. The participation rate was 50.75 per cent.

Quality control programme

In 1996 the European Commission published new recommendations on quality control.

After a testing phase, a ministerial instruction was issued on 11 February 1997 establishing the technical quality requirements which must be met by the centres officially approved under the breastscreening programme.

The programme's technical coordination unit will be responsible for evaluation of this component. It is responsible for the breastscreening quality control programme.

Awareness campaign

A liaison bulletin including the results of the second exercise (1994-1995) was sent out in February 1997 to medical practitioners and to technical medical staff.

Thirteen conferences were held for the target group with the collaboration of the Ministry for the Advancement of Women and women's associations; two conferences were held in conjunction with the Luxembourg Foundation against Cancer.

A systematic reminder system was introduced in 1996 for women who have not responded to their invitations after six months.

A plastic-coated leaflet entitled "Remember to examine your breasts every month!" has been produced; it can be hung up in the shower and contains recommendations on self-palpation of the breasts. It was sent out to medical practitioners, hospitals and women's associations after having been pre-tested by 10 women representative of the target group.

In October, as part of the European anti-cancer week, a lunch-debate with the press was held in Luxembourg City in conjunction with the Luxembourg Foundation against Cancer, in order to introduce the new campaign against cancer in women. During October brochures and posters entitled "Breaking the silence" were distributed to clinics, pharmacies and doctors. Some 60,000 brochures were distributed through the Foundation in almost all communes and to women's organizations.

During that week a conference on cancer in women was held for the public at large, and in particular for the local gender equality officers, in order to make them aware of the need to incorporate the "women's health" component in their community activities.

Conclusions:

Having been in operation for six years, the breastscreening programme is becoming familiar to women and is winning support, including the support of the medical world itself.

The tenth European anti-cancer week took place from 6 to 12 October. It focused on European cancers.

Incidence of breast and cervical cancer in Luxembourg
(annual detection rate of new cancers: statistics published during European anti-cancer week, October 1997)

YEAR	TOTAL (m + w)	WOMEN (new cancers)	
1987	1 272	596	
Breast		190	31.88%
Cervix		33	5.54%
		+16 in situ	
1988	1 216	597	
Breast		184	30.82%
Cervix		30	5.37%
		+28 in situ	
1989	1 260	614	
Breast		216	
Cervix		33	35.18%
		+39 in situ	5.37%
1990	1 409	664	
Breast		193	29.03%
Cervix		31	4.66%
		+47 in situ	
1991	1 377	643	
Breast		196	30.43%
Cervix		28	4.35%
		+35 in situ	
1992	1 477	707	
Breast		246	
Cervix		26	
		+67 in situ	
1993	1 455	647	
Breast		200	30.9%
Cervix		26	
		+67 in situ	
1994	1 539	710	
Breast		254	35.8%
Cervix		28	4.0%
		+102 in situ	
1995	1 664	770	
Breast		257	33.3%
Cervix		24	3.1%
		+72 in situ	

(Source: Morphological Register of Tumours)

Opinion poll: International Research Association (INRA), Brussels
Europe against cancer, July 1997

	Whole EU (%)	Luxembourg (%)
"Have you already thought that you might one day have breast or cervical cancer?"		
Yes:	77.1	79.1
No:	19.4	15.7
I've had it (unprompted):	1.6	1.8
No reply. Don't know:	1.9	3.3
"Which of the following medical checks have you already had at least once?"		
Breastscreening:	44.0	55.6
Manual breast examination:	58.9	80.3
Gynaecological examination:	72.0	88.3
Smear test:	65.3	77.2
None:	13.0	5.2
Don't know:	1.1	2.3
"Which have you had in the last 12 months?"		
Breastscreening:	18.5	30.7
Manual breast examination:	31.6	51.7
Gynaecological examination:	39.5	60.9
Smear test:	32.7	49.9
None:	30.3	7.5
Don't know:	12.3	22.4
"And which do you think you'll have in the next 12 months?"		
Breastscreening:	18.2	28.4
Manual breast examination:	23.9	37.9
Gynaecological examination:	31.6	49.7
Smear test:	29.7	38.0
None:	22.1	6.9
Don't know:	24.3	32.5
"In order to reduce the risk of breast cancer, should women take part in a national detection programme (breastscreening)? Have you already heard about this kind of programme?"		
Yes:	61.1	67.9
No:	35.6	29.7
No reply. Don't know:	3.3	2.4
"Would you take part in a screening programme?"		
Yes (unprompted):	59.5	58.2
Yes (prompted):	29.6	24.6
No:	6.8	14.8
No reply. Don't know:	4.1	2.3

"What aspects of cancer would you like to be better informed about?"		
Causes:	43.3	48.3
Prevention:	48.4	42.0
Symptoms:	44.4	47.4
Medical diagnostic checks:	36.8	33.8
The disease itself, its development and effects:	28.9	36.5
Possible treatment:	38.4	41.5
Others:	1.6	1.7
None:	9.3	9.7
Don't know:	3.5	3.0
"Where would you like to get this kind of information?"		
General practitioner:	57.2	39.8
Specialist, for example a gynaecologist:	57.8	70.4
At a hospital:	30.3	22.5
In other medical institutions:	17.2	14.8
In a public library:	12.2	6.6
At work:	6.7	2.8
On television:	31.2	31.5
On radio:	11.7	13.8
In women's magazines:	27.6	23.1
In newspapers, magazines:	19.7	16.7
By mail:	12.9	16.7
Others:	1.3	13.9

Access of disabled women to the health services

The relevant legislation does not make any special provision concerning measures to facilitate equal access of disabled women to the health services. Disabled women benefit from all the pregnancy-protection measures.

ARTICLE 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to family benefits;

(b) The right to bank loans, mortgages and other forms of financial credit;

(c) The right to participate in recreational activities, sports and all aspects of cultural life.

Entitlement to family allowances

The measures were listed in the initial report and did not give rise to any comment on the part of the Committee on the Elimination of Discrimination against Women.

Entitlement to bank loans, mortgages and other kinds of financial credit

In principle there is absolute equality between men and women with respect to the granting of financial credit. However, in practice additional guarantees, such as the joint commitment of the husband, are required for women wishing to take out a loan.

Objective 2 of Action Plan 2000 states that women should have access to markets, information and technologies; and paragraph 6.2.2. provides that the State through the National Credit and Investment Corporation (SNCI) should introduce in the near future arrangements for loans for women in order to overcome the difficulties which may arise in connection with the granting of bank loans.

Right to participate in recreational activities, sports and all aspects of cultural life

This right applies equally to men and women.

ARTICLE 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) To participate in the elaboration and implementation of development planning at all levels;

(b) To have access to adequate health care facilities, including information, counselling and services in family planning;

(c) To benefit directly from social security programmes;

(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

(e) To organize self-help groups and cooperatives in order to obtain

equal access to economic opportunities through employment or self-employment;

(f) To participate in all community activities;

(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

The geographic and economic situation in Luxembourg (farming in the north and east, industry in the south), with its dimensions of 82 km north-south and 57 km east-west, facilitates the integration of rural women in all rural and economic development activities. Rural women have exactly the same access to education and initial and further training as women in other parts of the country. The health services, with their family planning information and advice services, are provided in the country's various regions. Membership of the social security system is guaranteed to unwaged married women by means of the rights derived from their husband's membership.

The equality of opportunity of women working in agriculture is guaranteed by the agrarian legislation and the enabling regulations with respect to the granting of assistance. In the case of acquisition of a farm, the principle of co-management is established in the notarized document, so that the spouses are regarded as equal managers of the farm. In addition, women working in agriculture are subject to the mandatory sickness, disability and old-age insurance schemes. (See initial report, 1996.)

ARINES (Employment project in Oesling, a rural region in the north of the country) is a women's non-profit association which has established a rural centre for training in information technology and telematics. Special introductory courses are held for mothers and housewives at times which fit in with their household duties: five sessions between 9.15 and 11.15 am. The aim of this project is not merely to provide initial and further training courses for the women of the region; for some time now it has also been offering them part-time jobs. In fact, ARINES carries out administrative work for public institutions.

Under the European LEADER II programme the Ministry of Agriculture gives particular support to teleworking in rural areas, in order to encourage the use of modern telecommunications technology for job creation or the decentralization of jobs to rural areas. The Ministry participates in the funding of projects.

It also supports all further-training measures. For example, courses funded by the Ministry are organized by a number of approved farming organizations as part of their socio-economic information activities.

The Ministry has no comparative statistics on the incomes of rural and urban women.

In 1997 the Ministry of the Environment, in conjunction with a number of other ministries, including the Ministry for the Advancement of Women, produced a national environment plan for sustainable development. The various measures contained in this plan will be carried out over the coming years by all the parties concerned. Since the plan's implementation is a responsibility of the whole community, women will have to play an active part in taking the decisions. The Ministry is responsible for coordinating the activities and will ensure that the principle of equality of opportunity is respected.

An Environment Technology Resource Centre was established in 1997 with a view to:

- Developing local skills;

- Identifying technological information and making it accessible;

- Giving economic players access to better environment technologies;

- Introducing innovative environmental protection technologies in specific sectors.

The Centre is only just beginning to function. However, in its activities it will have to comply with the guidelines of the Platform of Action adopted by the Fourth World Conference on Women.

The active participation of women in the taking of decisions affecting the environment and the incorporation of women's needs and opinions in environmental policy are constant concerns of the organizations working in this area.

The non-profit association Zarabina - Initiativen fir Fraën has signed agreements with four communes in the southern region of the country. The contracting parties agree to establish a project entitled "Advancement of women and regional development" with a view to:

- Incorporating the equality of opportunity component in local and regional development;

- Promoting cooperation at the local and regional levels;

- Developing and testing instruments and methods for reinforcing the role and responsibilities of women in economic life;

- Producing a clearer picture of the situation of women and promoting women's advancement in economic and social life;

- Involving women actively in the development process.

In pursuing these objectives the contracting parties will take into account local and regional resources and secure the collaboration of all local and regional development agencies and decision-makers.

ARTICLE 15

1. States Parties shall accord to women equality with men before the law.

2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.

4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

The legislation on the equality of women and men before the law was described in the initial report.

Lovers, even live-in ones, are not regarded as spouses, owing to the absence of any legal bond.

The break-up of a couple is subject to legal regulation with respect to civil law, the law of succession and social security issues only within the framework of a marriage.

ARTICLE 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

(a) The same right to enter into marriage;

(b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;

(c) The same rights and responsibilities during marriage and at its dissolution;

(d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;

(e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;

(f) The same rights and responsibilities with regard to guardianship,

wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;

(g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;

(h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

The legislation is force was described in the initial report.

With regard to the choice of a child's surname, the subject of Luxembourg's second reservation, in Action Plan 2000 the Government committed itself to taking action to withdraw the reservations entered at the time of its ratification of the Convention.

DOCUMENTATION

* Policy debate on women and employment, parliamentary paper 4260, 1996-1997

* Bill 4271 on protection of the dignity of women and men in the workplace

* Act of 19 July 1997 supplementing the Penal Code by amending the characterization of racism as a crime and characterizing as crimes revisionism and other acts based on illegal discrimination

* Analytical report on employees of the Commune of Bettembourg, 21 November 1997, Commune Administration of Bettembourg

* Folders: Gläichheet delen (Sharing equality) project of the Ministry for the Advancement of Women

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